DOCUMENT RESUME

ED 333 607 EC 300 358

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TITLE Service, Resource and Training Needs of American Indian Vocational Rehabilitation Projects.
INSTITUTION Northern Arizona Univ., Flagstaff. Native American Research and Training Center.
SPONS AGENCY National Inst. on Disability and Rehabilitation Research (ED/OSERS), Washington, DC.
PUB DATE 15 Nov 89
NOTE 133p.
PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC06 Plus Postage.
DESCRIPTORS *Alaska Natives; *American Indians; Delivery Systems; *Disabilities; Human Services; Inservice Education; *Needs Assessment; Resources; Technical Assistance; *Training; Vocational Rehabilitation

ABSTRACT

This study sought to identify resources available and training/technical assistance needs of personnel employed by projects serving American Indians and Alaska Natives under the provisions of Section 130 of the Rehabilitation Act. Section 130 authorizes funding of vocational rehabilitation service grants to the governing bodies of Indian tribes on federal and state reservations. A survey of 19 project directors and 45 project staff gathered information concerning characteristics of project directors and staff, population and service jurisdiction, tribal affiliations, clients served, employment opportunities, referral sources, disabilities served, services rendered, and training and technical assistance. Among the results were the following: (1) disabling conditions most often reported were, in rank order, alcoholism, "other" disabilities, orthopedic/musculoskeletal, mental retardation, learning disabilities, spinal cord injury, mental illness, and arthritis; (2) the most provided types of services were personal counseling, vocational counseling, vocational evaluations, and psychological testing; (3) the top training need identified by project directors was the Individualized Written Rehabilitation Plan and the top training need identified by staff was medical aspects of disabilities; and (4) the top technical assistance need identified by directors was job placement and identified by staff was confidentiality. Appendices contain data supporting the report's findings and survey forms. (15 references) (JDD)

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This project is supported in part through a grant from the National Institute on Disability and Rehabilitation Reserach, Office of Special Education and Rehabilitative Services, U.S. Department of Education

Acknowledgements

Appreciation is expressed to Mr. Lyle Frank for proposing this study and to Dr. Marilyn J. Johnson and Dr. William E. Martin for reading and editing the manuscript drafts. A special thanks to Ms. Katie Dunn for painstakingly typing each table and to Mr. R. C. Saravanabhavan for verifying and calculating data for each table included in this study. Full acknowledgement is given to those who have conducted research in the rehabilitation of American Indians with disabilities and whose material is included where applicable. My heartfelt thanks to each and every one of the American Indian Vocational Rehabilitation project members that responded to the surveys and provided data for this study. Thank you to everyone else that helped in any way to prepare this manuscript.

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Introduction

The United States grants federal recognition to 309 American Indian tribes and 197 tribal villages in Alaska (Federal Register, 1986). The 1980 U.S. Bureau of Census reported 1.4 million American Indians. This compares with a population of 827,268 in 1970, and 551,669 in 1960. The American Indian population has nearly tripled in the twenty-year period from 1960 to 1980 (U.S. Congress, Office of Technology Assessment, 1986).

Of the total population of American Indians in 1980, 46% (644,000) resided on "identified Indian areas", or in non-metropolitan areas. "Identified Indian areas are described as reservations or tribal trust lands, Alaska Native villages and historic areas of Oklahoma that consist of former reservations..." (U.S. Congress, Office of Technology Assessment Report, p.4). In comparison, a recent BIA report (1989) titled Indian Service Population and Labor Force Estimates lists the on or near reservation population at 949,075.

American Indians, as a group, have disabling conditions at a disproportionately high rate. The 1980 U.S. Census data indicated a rate of work-related disability for American Indians at about 1 1/2 times that of the general population and at a higher rate than any other minority group (U.S. Bureau of Census, 1983). It has been estimated that 12.7% of American Indians of working age (16-65) were work disabled and 6.4% were prevented from working due to disabilities and that "this is higher than data reported for the general population which is 8.5% and 4.4% respectively (Tanner & Martin, 1986)".

Evidence suggests that American Indians who are disabled have not fully accessed available service delivery systems. Toubbeh (1985) stated that the

prevalence of disability among this population is very high and this problem is compounded by the fact that service delivery is delegated by several different agencies i.e., tribal, local, state, and federal. An analysis of national Rehabilitation Services Administration (RSA) data showed that the rate at which the State-Federal rehabilitation system provided services to American Indians was substantially lower than for the U.S. population as a whole (Morgan & O'Connell, 1985).

A 1980 Rehabilitation Services Administration report on Indian clients (1980) suggested three possible reasons for lower success rates among American Indians: (a) the low socioeconomic status of American Indians, (b) the differences between the types of disabilities most prevalent among this population and those found in other groups, and (c) difficulties in maintaining contact with clients. In a survey of state vocational rehabilitation administrators, White (1987) reported the following barriers impeding rehabilitation service delivery to American Indian people living on reservations: (a) lack of understanding of cultural differences; (b) transportation problems associated with the distances to vocational rehabilitation services including evaluation, training, counseling and medical restoration; (c) lack of employment opportunities on or near reservations; (d) lack of commitment to VR which requires self-initiative and commitment to long-term goals; (e) language barriers; and (f) substance abuse problems.

Martin, Frank, Minkler, and Johnson (1988) reported the results of a survey of state agency vocational rehabilitation counselors who serve American Indian clients. They found that environmental factors, often associated with the isolated location of many reservation communities, were more often cited as a concern of counselors working with clients living on reservations when compared to

counselors working with clients living off reservations. These factors included: (a) a lack of available and adequate transportation, (b) long distances between clients' homes and VR resources, and (c) lack of adequate vocational training and employment opportunities. These are consistent with the perceptions of VR administrators reported by White (1987).

In recent years there have been concerted strategies by RSA to expand and improve vocational rehabilitation services to American Indians living on or near reservations. The 1986 reauthorization of the Rehabilitation Act authorized the continued funding of vocational rehabilitation service grants to the "governing bodies of Indian tribes located on federal and state reservations (and consortia of such governing bodies to pay 90% of the costs of vocational rehabilitation services for handicapped American Indians residing on such reservation" (Sec. 130(a)). This section also authorized the use of culturally unique services by inserting, "and that, where appropriate, may include services traditionally used by Indian tribes" (Sec. 130(b)).

Seventeen Section 130 projects have been funded to provide rehabilitation services to American Indians. Eleven states have projects which are located in five federal regions (IV, VI, VIII, IX, & X). White (1987) surveyed Project Directors of the three Section 130 projects that were first funded. These projects were: (a) Navajo Vocational Rehabilitation Project (Arizona); (b) Fort Hall Vocational Rehabilitation Project (Idaho); and (c) the Rocky Boy Vocational Rehabilitation Project (Montana). The project directors cited the lack of job opportunities on or near the reservation as a major barrier to successful rehabilitation. Another area

cited was lack of transportation which affects the ability of clients to meet appointments and impedes participation in training programs off the reservation.

The purpose of this research was to identify resources, training and technical assistance needs of the personnel employed by all of the Section 130 projects presently serving American Indians and Alaska Natives. Each of the projects offer varied services to address needs unique to the demographic characteristics of tribal representation and geographic locations. American Indians with disabilities often reside on Federal Indian reservations and trust lands located in remote and rural areas limiting access to rehabilitation services. Obtaining data focusing on current activities and prevalent training and technical assistance needs provides a comprehensive view of areas to promote and to enhance rehabilitation service delivery for American Indians who are disabled.

Methodology

Data sources derived for this study were obtained through two survey instruments. One survey instrument (Project Profile) was developed for project directors response and another survey (Project Staff Profile) was developed for support staff. The survey forms were developed to identify what type and what extent of training and technical assistance would be needed to complement the implementation of project objectives of the American Indian VR Projects.

The Project Profile, developed for completion by the project directors, consisted of 23 questions (see Appendices). The questions were designed to obtain information about: (a) characteristics of the project staff, (b) population and size of service jurisdiction areas, (c) characteristics and tribal affiliations of the clients served, (d) client referral sources, (e) number of clients "closed rehabilitated" and

"not rehabilitated", (f) types of disabilities served, (g) types of services provided to clients, and (h) training and technical assistance needs. Both closed and open-ended formats were used as response choices. A modified Likert scale with five response choices from "essential" to "not important" was used for the training and technical assistance needs section of the survey.

The Project Staff Profile, developed for completion by all project support staff consisted of nine questions (see Appendices). The following information was requested from the staff: (a) background characteristics, (b) types of services provided to clients, and (c) training and technical assistance needs. The same question format used for the Project Profile was also used for the Project Staff Profile.

A research project committee was established to review and critique the survey drafts to ensure clarity and relevance of questionnaire items. Members of the survey committee were: Ms. Priscilla Lansing, Arizona Division of Vocational Rehabilitation, Flagstaff, Arizona; Mr. Benjamin Lee, Navajo Vocational Rehabilitation Program, Window Rock, Arizona; Mr. Lyle Frank, Blackfeet Community College, Browning, Montana; and Ms. Patricia Quirk, Northern Arizona University, American Indian Rehabilitation Research and Training Center, Flagstaff, Arizona. The survey forms were mailed to the committee members for review prior to meeting as a group. The committee had the opportunity to review, add, delete and recommend changes prior to final draft. Minor additions were recommended. Upon approval of the drafted survey forms, revisions were made and final drafts were then mailed to the three ongoing projects to pilot the surveys.

Letters requesting participation in the study were sent to each project assuring anonymity of respondents. Project directors indicated their consent to participate by telephone and written acknowledgement.

Follow-up on the pilot responses caused delays in meeting timelines and required numerous telephone calls which resulted in an 85% return rate. In an effort to avoid similar delays, appointments were scheduled to conduct telephone interviews. Each Section 130 project received the appropriate number and types of survey forms for each staff person to complete prior to the telephone interviews. Responses to the survey questions were obtained via telephone at a previously scheduled time. This method resulted in a 100% response rate of all project personnel from all programs.

The responses of Project Directors and Project Staff were analyzed separately by: (a) total responses, (b) responses by federal regions, and (c) responses by length of project existence. Data was entered in the Macintosh SE StatView Graphics program for statistical analyses. There were 161 variables analyzed for the Project Profile and 74 variables for the Project Staff Profile. Each variable was analyzed using frequency distributions based upon the total responses in the two samples. Information recorded was as complete as possible; however, some items were not answered because specific information was not available or questions were not pertinent to certain projects.

Results

Characteristics of Project Directors

A total of 19 responses were received from directors or coordinators. In the pilot phase of the survey, respondents consisted of three rehabilitation counselors who managed field offices in the Navajo Vocational Rehabilitation Program, the director of the Fort Hall Vocational Rehabilitation Program, and the director of the Rocky Boy Vocational Rehabilitation Project. The remaining 14 respondents represented project directors from the ongoing American Indian VR projects.

Sixty-three percent (N=12) of the project directors were female and 37% (N=7) were male. Sixty-three percent (N=12) were of American Indian descent (including one Alaska Native), 32% (N=6) were Caucasian and 5% (N=1) was Hispanic.

Forty-two percent (N=8) had master's degrees, 42% (N=8) had bachelor's degrees and 16% (N=3) reported having high school diplomas. Four of the project directors had master's degrees in rehabilitation, three had master's degrees in education and one had a master's degree in business administration. Five project directors had bachelor's degrees in the social sciences and three had bachelor's degrees in education.

Characteristics of Project Staff

Forty-five project staff were surveyed. Twenty-seven percent (N=12) were pilot respondents. The remaining 33 staff respondents represented the other ongoing projects except two projects that did not have any support staff. Seventy-six percent (N=34) were female and 24% (N=11) were male. Eighty-seven percent

(*N*=39) were of American Indian descent (including one Alaskan Native), 9% (*N*=4) were Caucasian and 4% (*N*=2) were Hispanic.

Sixteen percent (*N*=7) reported having master's degrees, 20% (*N*=9) bachelor's degrees, 16% (*N*=7) Associate degrees, and 44% (*N*=20) high school diplomas. Four percent (*N*=2) did not respond. Project staff with master's degrees were in the fields of: (a) vocational rehabilitation (*N*=1), (b) counseling psychology (*N*=1), (c) criminal justice administration (*N*=1), (d) regional planning (*N*=1), (e) agricultural education (*N*=1), and (f) two did not specify. Project staff with bachelor's degrees were in the fields of: (a) social sciences (*N*=2), (b) psychology (*N*=1), (c) business administration (*N*=1), (d) geography (*N*=1), (e) history (*N*=1) and, (f) three did not specify degrees. Staff members with associate degrees were in the fields of: (a) secretarial sciences (*N*=2), (b) human services (*N*=2), and (c) three did not specify degree majors. Twenty of the remaining staff had high school diplomas and two chose not to respond.

Past employment information given by project directors cited job titles within the following disciplines: (a) education(*N*=6), (b) counseling (*N*=5), (c) social services (*N*=2), (d) administration (*N*=2) and, no response from four directors. Most of the work experience reported by project staff were in the disciplines of: (a) clerical (*N*=11), (b) education (*N*=5), (c) social services (*N*=3), (d) medical services (*N*=3), (e) employment training (*N*=3), (f) administration (*N*=3), (g) research (*N*=2), (h) industrial (*N*=2), and the remaining 13 did not respond.

A table was developed to distinguish the seventeen projects surveyed by: project titles, Federal Region represented, project duration, location and principal tribes served. Region IV has one project in Mississippi. Region VI has one project

in Oklahoma and another project located in New Mexico. Region VIII has eight projects located in four states of: Colorado (1), Montana (5), South Dakota (1), and Wyoming (1). In Region IX, Arizona has two projects. Region X has one project in Idaho, one project in Washington, and two projects in Alaska (see the Section 130 Projects table).

Table 1

SECTION 130 PROJECTS

Project Title	Region/ Duration*	Location	Principal Tribes Served
Choctaw Vocational Rehabilitation Program	IV/+1	Philadelphia, MS	Mississippi Band of Choctaw
Zuni Vocational Training Project	VI/+1	Zuni, NM	Zuni
WCD Rehabilitation Services	VI/-1	Anadarko, OK	Wichita/Caddo/ Delaware
Rocky Boy Vocational Rehab.	VIII/+3	Box Elder, MT	Chippewa/Cree
Vocational Rehabilitation Service Project	VIII/+1	Pablo, MT	Salish/Kootenai
Assiniboine Sioux Vocational Rehabilitation Project	VIII/+1	Poplar, MT	Assiniboine Sioux
Northern Cheyenne Vocational Rehabilitation Services Project	VIII/+1	Lame Deer, MT	Northern Cheyenne
Tribal Consortium/Ute, Southern Ute and Mountain Ute Tribes	VIII/+1	Ignacio, CO	Ute/ Southern Ute/ Mountain Ute
Lower Brule Vocational Rehabilitation Program	VIII/+1	Lower Brule, SD	Lower Brule Sioux
Fort Belknap Vocational Rehabilitation Services	VIII/-1	Harlem, MT	Assiniboine/ Gros Ventre
Sky People Vocational Rehabilitation Program	VIII/-1	Ethete, WY	Arapaho
Navajo Vocational Rehabilitation Program	IX/+3	Window Rock, AZ Kayenta, AZ Shiprock, NM	Navajo
Yavapai-Prescott Vocational Rehabilitation Services Program	IX/-1	Prescott, AZ	Yavapai/ Prescott
Shoshone/Bannock Vocational Rehabilitation	X/+3	Fort Hall, ID	Shoshone/ Bannock
Colville Confederated Tribes Vocational Rehabilitation	X/+1	Nespelem, WA	Colville Confederated
Bristol Bay Native Association Vocational Rehabilitation Project	X/+1	Dillingham, AK	Eskimo
Vocational Rehabilitation Project for Alaska Native Adults	X/+1	Kodiak, AK	Koniag

Population and Service Jurisdiction

Varying proportions of population and service jurisdiction areas were reported by project directors giving a comparative view of territorial diversity. Sixteen (84%) of the project directors reported projected population totals to be served with ranges between a targeted number of 15 clients by one project to differing totals reaching a number as high as 19,000 by another project in another state. Three directors did not provide data requested.

Ten project directors reported various ranges of service jurisdiction areas from 1,400 acres by one project to an area as large as 1,423,968 acres by another project in another state. Two projects reported service jurisdiction areas in square miles with one project responsible for covering 90 square miles and thanother project responsible for 427 square miles. Seven directors did not respond.

Eighty-nine percent (N=17) of the project directors reported that the majority of their clients (80-100%) live on the reservation. Only one project director reported that 50% of his/her clients lived off the reservation. One director's response was "not applicable" because the geographic location his/her particular project is not considered to be reservation status.

Tribal Affiliations

Project directors were asked to identify which American Indian tribes were being served by their projects. Thirty-nine different tribes and four villages of Alaska Natives were reported as follows: (a) Region IV (1), (b) Region VI (6), (c) Region VIII (23), (d) Region IX three (3), (e) Region X (6), and (f) four Alaska Native villages. These figures indicate that rehabilitation services were reaching thirteen percent of the 309 federally-recognized American Indian tribes and two

percent of the 197 tribal villages of Alaska. These two percentage figures represent the total number of tribes reported as being served by the Section 130 projects in relation to the number of tribes that are federally recognized.

Clients Served

In 1987, a total of 341 American Indian clients were reported to have received rehabilitation services from nine of the Section 130 projects. Eighteen percent (*N*=60) of these clients were reported as "closed rehabilitated" and 18% (*N*=63) were reported as "closed not rehabilitated". Ten did not respond.

In 1988, 643 clients received services from 16 projects and 13% (*N*=83) were reported by eight projects as "closed rehabilitated". Sixteen percent (*N*=103) of the 643 were "closed not rehabilitated" by nine projects. Three projects did not provide 1988 closure data for clients served.

Thirteen project directors collectively provided the following reasons for unsuccessful closures: (a) failure to cooperate (N=7), (b) ineligible (N=5), (c) moved (N=4), and (d) dropped out and/or loss of contact (N=4). Six of the new project directors did not respond because data was not available.

The project directors also provided percentages of clients willing or not willing to relocate. The mean percentage for those not willing to relocate was 60.13% with a standard deviation of 32.985. Four directors did not provide a response.

Employment Opportunities

Project directors were asked what employment opportunities were available on or near their reservations. Two tables were developed to identify the reported number of employment prospects on and off the reservations.

In an effort to consolidate the responses, the Standard Industrial Classification (SIC) was utilized to categorize data. Two of the 10 major industrial classifications providing the most employment on the reservations were Public Administration and Services. The three main providers of employment within Public Administration were: (a) tribal government, (b) Bureau of Indian Affairs, and (c) Indian Health Services. Employment in education was considered to be in the category of Services.

Three of the major industrial divisions providing employment off the reservation were Agriculture, Manufacturing, and Mining. Construction and Retail Trade were the other two industrial categories listed by only four of the 19 project directors. The responses indicate low levels of employment opportunities on and near reservations. The numbers preceding the employment listings on the SIC tables represent total project director responses (see Tables 2 and 3).

Table 2

Standard Industrial Classification of Employment Reported by Project Directors

Agriculture, Forestry & Fishing	Mining	Construction	Manufacturing
1-Farming & Ranch (On)	1-Peabody Coal (On)	1-Heavy Equipment (On)	1Electronics(On)
3-Tribal Forestry (On)	1-Coal Mining (Off)	1-General Contractor(On)	1-Assembly (On)
1-Logging (On)		3-Construction/ Contractor (Off)	1-Plant Work(Off)
1-Fishing (On)			1-Pillsbury (Off)
1-Grand Canyon (Off)			4-Manufacturing (Off)
1-Park Service (Off)			
2-Lumber/Forestry (Off)			
1-Nursery (Off)			
1-Fishing (Off)			
1-Fish Farming (Off)			

Table 3

Standard Industrial Classification of Employment Reported by Project Directors

Transportation, Communications Electric Gas and Sanitary Services	Wholesale Trade	Retail Trade	Finance Insurance Real Estate	Services	Public Admininistratio
1-Salt River Project (Off)	3-Small/ Personal Business (On)	1-Self (On)	1-Business Accounting	1-Navajo Division Of Labor (On)	8-Tribal (On)
2-Department of Energy (Off)		1-Self (Off)	1-Self (Off)	1-Job Training Partnership Act (On)	2-Pub.School (On)
1-Vancouver Dam (Off)				1-Sheltered (On)	1-Bureau of Indian Affairs(On)
1-Transportation (Off)				1-Competitive (On)	1-Educational Institution (On)
				6-IHS (On)	1-Clerical (On)
				3-Tribal Econ Dev. (On)	1-Gov't (Off)
				1-Human Resources (On)	1-Tribal (Off)
				1-Nursing Home (On)	1-BIA (Off)
				2-Human Services (On)	1-City (Off)
				1-Tourism(On)	1-Educational Institution (Off)
				3-Service (On)	1-Clerical (Off)
				1-Goodwill (Off)	
				1-Sheltered (Off)	
				1-Competitive(Off)	
				1-Med./Health (Off)	
				1-Services(Off)	

Reported Referral Sources

Nineteen community resources were listed on the survey form for project directors to report how many clients were referred by other agencies. The list was not exhaustive of possible or existing contacts. Five hundred and seventy-four referral contacts were reported for 1987 and 846 were reported for 1988. The combined sums total 1,420 referral contacts for the two-year period. Four tables have been developed to indicate the utilization of referral sources according to federal regions and according to project duration for 1987 and 1988.

Table 4 and Table 5 indicate referral sources reported according to Federal Regions during 1987 and 1988. Regions IV and VI did not have any Section 130 projects in 1987. Indian Health Services, Social Security, self, and other provided the most referrals during 1987. In 1988, referral contacts increased. Seventy-six percent (N=643) of the referral sources reported for 1988 were from: a) Social Security, b) Indian Health Services, c) tribal organizations, d) Social Welfare, e) self, and f) other (See Tables 4 and 5).

The results in terms of project duration showed that the +3 year projects (*N*=5) reported 362 referral contacts for the year of 1987 and 230 in 1988. The +1 year projects (*N*=10) reported 212 contacts for 1987, and 567 contacts for 1988. The beginning -1 year projects (*N*=4) reported zero contacts because the projects had no data to report for 1987 and reported 49 contacts for 1988 (See Tables 6 and 7).

Table 4

Referral Sources Reported by Federal Regions 1987

Regions	IV	VI	VIII	IX	X	Totals
State Voc. Rehabilitation.	- *	- *	10	3	10	23
Private Hospital	-	-	1	1	-	2
Physicians	-	-	-	12	-	12
Ind Health Services	-	-	49	39	5	93
Comm Health Rep	-	-	13	1	-	14
Workman's Comp	-	-	3	-	-	3
Job Services	-	-	10	3	-	13
State Emp Services	-	-	-	-	-	-
Joint Training Partnership Act	-	-	12	1	-	13
Social Sec Admin	-	-	-	54	-	54
Veterans Admin	-	-	-	-	-	-
Public School	-	-	9	22	-	31
Voc Tech Schools	-	-	5	-	2	7
College & Univ.	-	-	33	-	-	33
Tribal Organization	-	-	10	24	-	34
BIA	-	-	1	9	-	10
Social Welfare	-	-	20	13	5	38
Self Referral	-	-	72	32	40	144
Other	-	-	42	8	-	50
Grand Total	-	-	290	222	62	574

*Regions IV and VI new programs no data.

Table 5

Referral Sources Reported by Federal Regions 1988

Regions	IV	VI	VIII	IX	X	Totals
State Voc. Rehab.	-	6	6	3	15	30
Private Hospital	-	-	3	-	-	3
Physicians	-	-	-	8	-	8
Ind Health Services	13	4	1	11	32	61
Comm Health Rep	-	-	13	1	14	28
Workman's Comp	-	-	2	-	-	2
Job Services	-	-	10	1	-	11
State Emp Services	-	-	-	-	-	-
Joint Training Partnership Act	23	-	6	2	8	39
Social Sec Admin	-	-	1	53	-	54
Veterans Admin	-	-	-	-	1	1
Public School	6	9	5	8	3	31
Voc Tech Schools	-	-	-	-	2	2
College & Univ.	-	-	34	1	-	35
Tribal Organization	-	-	12	16	37	65
BIA	-	-	3	4	6	13
Social Welfare	74	3	80	11	22	190
Self Referral	-	3	80	20	62	165
Other	-	19	36	8	45	108
GRAND TOTAL	116	44	292	147	247	846

Table 6

Referral Sources Reported by Project Duration in 1987.

Source	+3 yr Program N=5	+1 yr Program N=10	-1 yr Program N=4	Totals
State VR '87	15	8	- *	23
Private Hosp '87	1	1	-	2
Physicians '87	12	-	-	12
Ind Health Serv	64	29	-	93
Comm Health Rep	1	13	-	14
Workman's Comp	-	3	-	3
Job Services	3	10	-	13
State Emp Serv	-	-	-	-
Joint Training Partnership Act	2	11	-	13
Soc Sec Admin	54	-	-	54
Veterans Admin	-	-	-	-
Public School	25	6	-	31
Voc Tech Sch	7	-	-	7
College & Univ.	-	33	-	33
Tribal Org '87	31	3	-	34
BIA '87	9	1	-	10
Soc. Welfare '87	18	20	-	38
Self Referral '87	112	32	-	144
Other '87	8	42	-	50
Grand Total	362	212	-	574

* No data available.

Table 7

Referral Sources Reported by Project Duration in 1988

Source	+3 yr Program N=5	+1 yr Program N=10	-1 yr Program N=4	Totals
State VR '88	4	26	-	30
Private Hosp '88	-	3	-	3
Physicians '88	8	-	-	8
Ind Health Serv	21	40	-	61
Comm Health Rep	1	27	-	28
Workman's Comp	-	2	-	2
Job Services '88	1	10	-	11
State Emp Serv '88	-	-	-	-
Joint Training Partnership Act '88	7	32	-	39
Soc Sec Admin '88	53	1	-	54
Veterans Admin '88	1	-	-	1
Public School '88	8	23	-	31
Voc Tech Sch '88	1	1	-	2
College & Univ. '88	1	34	-	35
Tribal Org '88	41	14	10	65
BIA '88	9	4	-	13
Soc. Welfare '88	26	161	3	190
Self Referral	40	113	12	165
Other	8	76	24	108
Grand Total	230	567	49	846

Disabilities Served

Fourteen examples of the types of disabilities served were listed on the survey form with the opportunity to specify "other" disabling conditions served. The number of individuals with disabilities that were reported to have been served during 1987 and 1988 totaled 1,035. The disabling conditions most reported by project directors fell within the following rank order: (a) Alcoholism (*N*=272), (b) "other" disabilities (*N*=187), (c) orthopedic/musculoskeletal (*N*=113), (d) mentally retarded (*N*=96), (e) learning disabled (*N*=84), (f) spinal cord injury (*N*=43), (g) mental illness/psychological (*N*=42), and (i) arthritis (*N*= 41). The remaining conditions reported fell under 22 different disabilities with low totals.

Of the 187 clients listed under the category of "Other Disabilities (Specified)", 22 different disabling conditions were reported. The seven most reported (with three or more references) by project directors were: (a) heart conditions, (b) renal conditions, (c) cancer, (d) respiratory related, (e) speech disorders, (f) diabetes, and (g) back injuries (See Tables 8 and 9).

Table 8

Disabilities Served by Section 130 Projects by Federal Regions

	IV	VI	VIII	IX	X	Totals
Spinal Cord Injury	1	1	1	7	16	43
Arthritis	-	-	23	1	17	41
Amputations	3	-	6	3	2	14
Blindness	1	1	18	1	5	26
Deaf and Hearing Impaired	-	-	25	-	9	34
Emotionally Disturbed	1	-	25	6	6	38
Mental Illness/ Psychological Disability	-	2	9	3	28	42
Mental Retardation	49	18	16	4	9	96
Orthopedic/ Musculo-Skeletal	11	-	39	20	43	113
Cerebral Palsy	-	1	1	4	-	6
Epileptic	3	-	6	8	5	22
Learning Disabled	26	6	4	25	23	84
Alcoholic	8	6	109	30	119	272
Drug Addiction	1	-	2	3	11	17
Other Disabilities (Specified)	2	14	139	7	25	187
Grand Totals	106	49	440	122	318	1035

Table 9

Disabilities Served by Section 130 Projects by Project Duration

	+3 yr Program	+1 yr Program	-1 yr Program	Total
Spinal Cord Injury	20	22	1	43
Arthritis	15	23	3	41
Amputations	3	9	2	14
Blindness	6	19	1	26
Deaf and Hearing Impaired	8	25	1	34
Emotionally Disturbed	9	29	-	38
Mental Illness/ Psychological Disability	19	23	-	42
Mental Retardation	6	88	2	96
Orthopedic/ Musculo-Skeletal	46	66	1	113
Cerebral Palsy	4	2	-	6
Epileptic	10	11	1	22
Learning Disabled	34	50	-	84
Alcoholic	115	145	12	272
Drug Addiction	15	2	-	17
Other Disabilities (Specified)	37	130	20	187
Grand Totals	347	644	44	1035

Services Rendered

Only 12 types of rehabilitative services were listed on the survey form for directors to provide data as to how many clients received such services. Services rendered as reported by project directors for the benefit of clients totalled 2,243. Fifty-eight percent (*N*=1,312) of the most provided types of services fell within the following four areas: (a) personal counseling (*N*=451), (b) vocational counseling (*N*=371), (c) vocational evaluations (*N*=267), and (d) psychological testing (*N*=223). The tables also show that work adjustment training, job placement and independent living skills followed closely with totals a little less than 200 (see Tables 10 and 11).

Six projects reported that 85 clients received "Other (Specified)" services. The other services rendered were: (a) resource management (*N*=31), (b) training (*N*=22), (c) transportation (*N*=18), (d) On-The-Job training (*N*=6), (e) education (*N*=2), (f) physical capacity evaluation (*N*=1), and (g) not specified (*N*=5).

The majority of services purchased for clients were the following: a) vocational evaluations, b) psychological evaluations, c) medical evaluations, d) tuition, e) maintenance and equipment costs, f) work adjustment training, and g) transportation.

Table 10

Services Rendered by Section 130 Projects by Federal Regions

	IV	VI	VIII	IX	X	Total
Vocational Evaluation	71	28	70	52	46	267
Psychological Testing	71	4	30	29	89	223
Vocational Counseling	71	29	176	5	90	371
Personal Counseling	34	16	172	5	224	451
Work Adjustment Training	71	28	46	24	10	179
Independent Living Skills	71	6	29	22	44	172
Activities of Daily Living	71	0	3	3	3	80
Job Placement	25	4	70	29	48	176
Sheltered Employment	11	22	2	10	0	45
Extended Evaluation	7	29	37	7	16	96
Native Healing	0	0	14	3	10	27
Medical Services	0	12	25	5	29	71
Other	0	0	77	5	3	85
GRAND TOTALS	503	178	751	199	612	2243

Table 11

Services Rendered by Section 130 Projects.

	+3 yr Program	+1 yr Program	-1 yr Program	Total
Vocational Evaluation	72	195	0	267
Psychological Testing	111	111	1	223
Vocational Counseling	35	321	15	371
Personal Counseling	225	210	16	451
Work Adjustment Training	46	133	0	179
Independent Living Skills	82	90	0	172
Activities of Daily Living	3	77	0	80
Job Placement	69	103	4	176
Sheltered Employment	10	35	0	45
Extended Evaluation	21	74	1	96
Native Healing	23	4	0	27
Medical Services	10	61	0	71
Other (Specified)	5	80	0	85
Grand Totals	712	1494	37	2243

Table 11

Services Rendered by Section 130 Projects.

	+3 yr Program	+1 yr Program	-1 yr Program	Total
Vocational Evaluation	72	195	0	267
Psychological Testing	111	111	1	223
Vocational Counseling	35	321	15	371
Personal Counseling	225	210	16	451
Work Adjustment Training	46	133	0	179
Independent Living Skills	82	90	0	172
Activities of Daily Living	3	77	0	80
Job Placement	69	103	4	176
Sheltered Employment	10	35	0	45
Extended Evaluation	21	74	1	96
Native Healing	23	4	0	27
Medical Services	10	61	0	71
Other (Specified)	5	80	0	85
Grand Totals	712	1494	37	2243

Training and Technical Assistance

Training and technical assistance involved information gathering to determine what needs exist. Twenty-four different components of rehabilitation services were listed on the survey instruments to ascertain the scope of training and technical assistance needs of project staff. The data provides determinants of what resources will aid in raising levels of staff competence in rehabilitation.

Nineteen project directors and 45 staff members completed the survey forms. Respondents were given the opportunity to rate each item listed by prioritizing what they perceived would meet their programmatic needs. A rating scale of 1 to 5 was used (1 representing the greatest need). The response levels were: (a) 1 = essential, (b) 2 = very important, (c) 3 = important, (d) 4 = less important, and (e) 5 = not important. Response totals varied in both groups. Some items were not ranked by all respondents.

Four tables have been developed to show the results of the five top ranked training needs and the top five technical assistance needs as rated first by project directors and then by project staff within the following categories : (a) total response, (b) Regions (IV,VI, VIII, IX X), and (c) number of years project has been funded (+3years, +1 year, and -1 year). Each group (project directors and project staff) provided responses to two sets of data consisting of the training needs and technical assistance needs.

The factors rated as "essential" and "very important" were combined to produce the rank order of the surveyed training and technical assistance needs. As a result of this rating analysis, project directors rated Individualized Written Rehabilitation Plan as the top training need at 81% (N=18) and job placement as the top technical assistance need at 80% (N=8). Project staff rated medical aspect of disabilities as the top training need at 79% (N=26) and confidentiality as the top technical assistance need at 85% (N=23).

A review of the data on the following four tables (Tables 12,13, 14 and 15) shows the top five training needs and the top five technical assistance needs as rated by project directors, and by project staff (prioritized from 1 to 5 with 1 representing the highest ranked). The tables are presented in the response groups of total, Federal Regions and by project duration.

Tables of each training and technical assistance category analyzed are also available for review in the appendices. These tables give the complete order of prioritization results within both categories by total response numbers and percentages. (See Appendices for Tables A-l thru A-18 and B-1thru B-18.)

Table 12

Top Five Ranked Rehabilitation Training Needs By Project Directors

	Total Response	Region IV	Region VI	Region VIII	Region IX	Region X	-3 Yrs	-1 Yr	-1 Yr
Vocational Evaluation	3	1	-	4	-	2	-	-	5
Work Adjustment	-	2	2	-	-	5	-	5	-
Independent Living Skills	-	-	-	-	-	-	-	-	-
Activities of Daily Living	-	-	-	-	-	-	-	-	-
Sheltered Employment	-	3	-	-	-	-	-	-	-
Rehabilitation Termin.	-	4	-	-	-	-	-	-	-
Medical Terminology	-	5	-	-	-	-	-	-	-
Establishing Resource Contacts	-	-	1	-	2	-	-	-	2
Job Analysis	-	-	-	-	-	-	-	-	-
Job Development	2	-	-	-	3	3	3	4	-
Job Placement	-	-	2	-	1	-	1	-	-
Rehabilitation Process	5	-	-	-	4	-	-	-	-
Foundations of VR	-	-	-	5	-	-	-	-	3
Functional Limitations of Disabilities	4	-	-	-	-	-	2	-	-
Medical Aspects of Disabilities	-	-	-	-	-	-	-	-	-
VR Legislation	-	-	-	1	-	-	-	-	-
Program Evaluation Plan	-	-	3	-	-	-	-	3	-
IWRP Development	1	-	-	3	5	1	4	1	4
Interpreting Technical Rpts	-	-	-	-	-	-	5	-	-
Confidentiality	-	-	-	-	-	4	-	-	-
Report Writing	-	-	-	-	-	-	-	-	-
Grantsmanship	-	-	4	2	-	-	-	2	-
Sign Language	-	-	-	-	-	-	-	-	-
Program Development	-	-	5	-	-	-	-	-	-

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Table 13

Top Five Ranked Rehabilitation Technical Assistance Needs by Project Directors

	Total Response	Region IV	Region VI	Region VIII	Region IX	Region X	-3 Yrs	-1 Yr	
Vocational Evaluation	-	1	-	5	-	-	-	-	1
Work Adjustment	-	2	-	-	-	-	-	-	2
Independent Living Skills	-	-	-	-	-	-	-	-	-
Activities of Daily Living	-	-	-	-	-	-	2	-	-
Sheltered Employment	-	3	-	-	-	1	-	-	-
Rehabilitation Termin.	5	-	-	-	2	-	-	-	3
Medical Terminology	-	4	-	-	3	-	-	-	4
Establishing Resource Contacts	3	-	1	-	4	-	-	5	5
Job Analysis	-	-	-	-	5	2	-	-	-
Job Development	2	-	2	3	-	-	-	2	-
Job Placement	1	-	3	-	1	-	3	1	-
Rehabilitation Process	-	-	-	-	-	3	-	-	-
Foundations of VR	-	-	-	-	-	-	-	-	-
Functional Limitations of Disabilities	-	-	-	-	-	-	4	-	-
Medical Aspects of Disabilities	-	-	-	-	-	4	5	-	-
VR Legislation	-	-	-	2	-	-	1	-	-
Program Evaluation Plan	-	5	4	-	-	-	-	3	-
IWRP Development	-	-	-	-	-	5	-	-	-
Interpreting Technical Rprt	-	-	-	-	-	-	-	-	-
Confidentiality	-	-	-	-	-	-	-	-	-
Report Writing	4	-	-	4	-	-	-	-	-
Grantsmanship	-	-	-	1	-	-	-	-	-
Sign Language	-	-	-	-	-	-	-	-	-
Program Development	-	-	5	-	-	-	-	4	-

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Table 14

Top Five Ranked Rehabilitation Training Needs by Project Staff

	Total Response	Region IV	Region VI	Region VIII	Region IX	Region X	-3 Yrs	-1 Yr	Yrs
Vocational Evaluation	-	-	-	4	-	5	-	-	-
Work Adjustment	-	-	-	-	-	-	-	-	-
Independent Living Skills	-	-	-	-	-	-	-	-	-
Activities of Daily Living	-	-	-	-	-	-	-	-	-
Sheltered Employment	-	-	-	-	-	-	-	-	-
Rehabilitation Termin	-	-	-	-	-	3	2	-	-
Medical Terminology	-	-	-	-	-	1	-	-	-
Establishing Resource Contacts	-	-	-	-	5	-	-	-	5
Job Analysis	-	-	-	2	-	-	-	-	-
Job Development	-	-	-	3	3	-	-	-	-
Job Placement	-	4	-	5	-	-	-	-	-
Rehabilitation Process	-	-	-	-	-	4	-	-	2
Foundations of VR	3	-	-	-	-	2	1	-	-
Functional Limitations of Disabilities	2	-	3	-	4	-	3	5	3
Medical Aspects of Disabilities	1	-	1	-	-	-	-	1	-
VR Legislation	-	-	-	-	-	-	-	-	4
Program Evaluation Plan	-	5	4	-	-	-	-	2	-
IWRP Development	-	-	-	-	1	-	4	-	-
Interpreting Technical Rpts	-	2	-	-	-	-	-	-	-
Confidentiality	4	-	2	1	-	-	-	-	1
Report Writing	-	1	-	-	-	-	-	3	-
Grantsmanship	-	-	-	-	-	-	-	-	-
Sign Language	-	-	-	-	-	-	-	-	-
Program Development	5	3	5	-	2	-	5	4	-

Table 15

Top Five Ranked Rehabilitation Technical Assistance Needs by Project Staff

	Total Response	Region IV	Region VI	Region VIII	Region IX	Region X	-3 Yrs	-1 Yr	
Vocational Evaluation	-	-	1	-	-	-	-	-	-
Work Adjustment	-	4	-	-	-	-	-	-	
Independent Living Skills	-	-	-	-	-	-	-	-	
Activities of Daily Living	-	-	-	-	-	-	-	-	
Sheltered Employment	-	-	-	-	4	-	-	-	
Rehabilitation Termin	-	-	-	-	-	-	2	-	-
Medical Terminology	-	-	-	-	-	-	-	-	
Establishing Resource Contacts	-	-	3	-	5	-	5	-	3
Job Analysis	-	-	-	3	1	2	3	-	-
Job Development	2	-	-	2	3	3	4	5	4
Job Placement	3	5	-	5	-	4	-	2	-
Rehabilitation Process	5	-	-	4	-	-	-	-	5
Foundations of VR	-	-	-	-	2	-	1	-	-
Functional Limitations of Disabilities	-	-	-	-	-	5	-	-	
Medical Aspects of Disabilities	-	-	-	-	-	-	-	4	-
VR Legislation	-	-	-	-	-	-	-	-	-
Program Evaluation Plan	-	-	5	-	-	-	-	-	-
IWRP Development	-	-	-	-	-	-	-	3	-
Interpreting Technical Rpts	-	-	-	-	-	-	-	-	-
Confidentiality	1	1	4	1	-	1	-	1	2
Report Writing	-	2	-	-	-	-	-	-	-
Grantsmanship	-	-	-	-	-	-	-	-	-
Sign Language	-	-	-	-	-	-	-	-	-
Program Development	-	4	3	2	-		-	-	-

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Discussion and Recommendations

Rehabilitation involves multi-disciplinary services requiring broad knowledge and varied skills to address the individual needs of each client. With the passage of legislation to improve service delivery to American Indians with disabilities, Section 130 projects were established. Not only have new programs been developed, but many professionals, paraprofessionals and support staff are first-time employees in the field of rehabilitation. Various disciplines have joined forces to manage these innovative programs. The wide range of reported work experience not only gave an idea of the diverse work and educational background of staff members, but also gave an indication of the need to address training and technical assistance needs.

Staff development and inservice training were cited by the project directors as important priorities and essential to providing services comparable to state VR agencies (White, 1987). To address these essential priorities, this study was completed to survey the current and future resource, training, and technical assistance needs of the Section 130 projects. Pertinent data sensitive to tribal differences, characteristics and demographics needed to be gathered to obtain an overall impression of programmatic needs. The survey instruments utilized in this study were developed to collectively assess the current rehabilitation service delivery efforts and assess the resource, service and training needs of all the projects.

White (1987) previously reported mixed reactions by State VR administrators toward improving/expanding VR services to American Indians with disabilities. One-fourth of the respondents in White's study saw the special project funding as an opportunity to improve VR services to American Indians. The remaining three-

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fourths were not supportive of the separate funding and were reserving judgement until interpretations of the State VR role and responsibility were clarified. Less than one-fifth of those surveyed responded that improving VR services for American Indians was a high priority. Sixty-six percent of the administrators reported that the best strategy for improving services was to build VR services for Indians within existing state structures. This compares to 9% who responded that the best strategy was to help tribes secure funding for creating tribally-administered programs.

Sixty-one percent of the State VR administrators reported that they did not have any existing policies/initiatives specifically targeted to meet the needs of the Indians. Two State VR agencies that have initiated unique services to American Indians are Arizona and New Mexico.

The Arizona Rehabilitative Services Administration has been involved in the development of service delivery systems to American Indians since 1963 through a RSA funded Research and Demonstration Project which was located on the campus of Arizona State College (presently Northern Arizona University) (Powers, 1989). As a result, through State and district assistance, the Navajo Vocational Rehabilitation Program was established to serve Navajo people with disabilities and has been in existence since 1975.

In 1986, a study was funded by the New Mexico Division of Vocational Rehabilitation (NMDVR) and conducted by the All Indian Pueblo Council in collaboration with the Native American Research and Training Center of Northern Arizona University to identify innovative strategies to improve delivery of services to American Indians residing in the 18 pueblos of New Mexico (Martin & O'Connell, 1986). Since completion of the study, NMDVR administrators have

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initiated unique strategies including hiring a Native American Coordinator to work closely with Pueblo tribal leadership through local bilingual rehabilitation technicians to provide peer counseling services.

Recommendations:

1. Assess the impact of current and past State VR initiatives and cooperative agreements with tribal groups. This information will help identify successful approaches to establish working relationships, interagency linkages and policies to address the needs of American Indians on a cooperative basis.

2. State VR agencies should create statewide American Indian liaison positions. These persons could provide a linkage between tribal organizations to network rehabilitation efforts that may have been hampered in the past.

3. Involve tribal officials, community and tribal members in advisory and advocacy roles to support viability and credibility of American Indian Vocational Rehabilitation Projects. This could be accomplished by approaching the tribal council and/or attending local parent, health and education committee meetings to obtain support through resolutions and personal commitment.

4. To improve job placement, referral prospects and public relations, interagency communications and networking between regional, State VR and tribes needs to be initiated.

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Populations Served by American Indian Vocational Rehabilitation Projects

The populations served by each project differed in size, tribal representation and location. Population statistics from the 1989 BIA Report were utilized to further demonstrate the diversity between the projects surveyed. The data collected for the 1989 BIA Report does not represent the total enrolled tribal membership in the United States. The total American Indian population as collected and reported is 949,075. The data collected is based on enrollment living on or adjacent to reservations. According to the 1989 BIA Report, the total American Indian population representing the 11 states of the Federal regions surveyed for this study is 778,725. The total American Indian population categorized as unable to work within the confines of the 11 states with Section 130 projects is 80,989. The population of American Indians categorized as unable to work includes those who must care for children, retired persons and persons with disabilities. According to the 1980 U.S. Census data, 12.7 percent of American Indians of working age (16-65) were work disabled. This would mean that within the 11 states where American Indian VR projects exist, an estimated American Indian population total of less than 10,286 would be work disabled. This approximate figure also includes those who care for children and retired persons. The figure does not include the remaining states that do not have American Indian VR projects.

Recommendations:

1. Tribal level needs assessments and surveys should be conducted to obtain a more accurate account of American Indians with disabilities on and near the

reservations. This type of information would clarify the need for expanding or improving service delivery efforts.

Two examples of successful efforts in gathering such data were the Navajo Evaluation of Existing Disability Services (NEEDS) Research Project which was a one-year research grant 1987 and the Pueblo Indian Vocational Rehabilitation Services (PIVRS) Study which was conducted in 1986. Both studies identified the scope and need to improve rehabilitative services.

The methodology utilized for the NEEDS Research Project (Yazzie-King, 1986) was to survey the schools, programs and organizations on and near the reservation. Four survey instruments were developed for school and program administrators, parents/primary caretakers and students with disabilities (students were divided into two age groups). One-to-one interviews were conducted by project staff. Samples of previous needs assessments instruments were solicited to develop the administrative questionnaire. The parent/caretaker questionnaire was developed in accordance with suggestions from Navajo parents so that responses could be interpreted into Navajo. The Student I and Student II questionnaires were developed from a vocational assessment. The information was gathered to determine population served, disabled categories, needs of disabled individual, needs as seen by parents and identifying potential waiting lists. The data obtained from the three instruments were coded and transferred for uniform entry into the StatView 512 Plus for analyses.

The methodology utilized for the PIVRS Study (Martin & O'Connell, 1986) was to develop the interview instrument to identify needs and characteristics of persons who are disabled living within the Pueblos of New Mexico. Division of

Vocational Rehabilitation administrators, counselors and Pueblo residents provided input on the development of the interview instrument. Native American Research and Training Center graduate assistants field-tested the instrument and developed a model videotape to train rehabilitation technicians to administer the survey instrument among the Pueblos Indians of New Mexico. After interviewing Pueblo Indians with disabilities, recommendations were made regarding future DVR initiatives to better serve Pueblo persons.

Thirty-nine tribes were reported as being served by the American Indian VR projects. The principal tribes served are listed on the table titled Section 130 Projects. The secondary tribes were not listed but have been included in the total number reported as served by the American Indian VR projects. One of the foremost factors to consider when working with American Indians is tribal differences.

Recommendation:

1. Increased efforts should be undertaken to involve State VR agency personnel in heightening their understanding about cultural differences that exist between tribes. Not only does one have individual needs related to one's disability but his/her language, customs and cultural values vary in many ways from that of other tribes within the same geographic regions. One cannot generalize that all tribes are the same.

2. A reciprocal exchange needs to occur. Tribal employees need to learn about and become aware of the prevalent types of disabilities that exist among their people and about the VR process through working relationships and communication with State and regional VR agencies.

Referral Sources Reported

Knowing community resources is important for identifying agencies, organizations and professionals who can provide needed services and refer potential clients. Rehabilitation agencies purchase services for clients through rehabilitation facilities, hospitals, clinics, schools and other service providers for medical examinations, treatment, work adjustment training, and vocational evaluations. The results of this study show an increase in referral contacts but not a notable increase. Of the nineteen resource examples listed in the study survey, Indian Health Service, Social Security, and self referral provided the most referral contacts during 1987 and 1988. Tribal organizations and Social Welfare were added to the top referral sources for 1988 along with the aforementioned agencies of 1987.

Recommendations:

1. The American Indian Vocational Rehabilitation projects should establish contacts with other agencies to create additional referral sources. For example, hospitals, physicians, Workman's Compensation, job services, and schools had few, if any, contacts reported.

2. Positions could be created for rehabilitation counselors in Indian Health Services facilities on American Indian reservations to work closely with state VR agencies, physicians, physical therapists, occupational therapists and other service providing agency personnel.

3. Tribal members employed as Community Health Representatives should familiarize themselves with functions and purposes of Section 130 projects to promote interagency linkages and referral sources.

Employment Opportunities

Factors attributing to the lack of employment on and near reservations has been established through prior studies. The response of project directors surveyed for this study reiterate the lack of employment prospects. Where suitable jobs are nonexistent, rehabilitation efforts are destined to fail. Job placement and job development ranked as top priorities of project directors.

Recommendation:

1. Conduct training and technical assistance to address job placement and job development needs through in-service training, State VR agencies, Regional Rehabilitation Continuing Education Programs, long-term university training programs in rehabilitation and Rehabilitation Research and Training Centers.

2. Steps should be taken to develop relationships between American Indian Vocational Rehabilitation projects and prospective employers.

3. Local labor market surveys can be conducted to determine what type of employment possibilities exist.

Project staff can initiate contact with fraternal organizations, public service groups, personnel management and business associations to promote job placement and job development for American Indians with disabilities. Project staff can contact small, medium-size and big businesses to introduce the prospect of creating or restructuring jobs by explaining the advantages of hiring the disabled.

Disabilities Served

Fourteen disabilities were listed on the survey form to gather data from directors indicating totals served by major disabling conditions. Twenty-two types of disabilities were added under the category of "other" by respondents. The top

three training needs results as reported by support staff were: 1) medical aspects of disabilities, 2) functional limitations of disabilities and 3) foundations of vocational rehabilitation. This affirms the need for staff to become aware of and knowledgeable about what each disabled client's capabilities are in relation to his or her disabling condition.

Recommendations:

1. Administrative staff of the Section 130 projects should provide training, technical assistance or continuing education for staff to learn about disabilities.

2. Staff recognizes the need to become familiar with the etiology and prognosis of disabling conditions of clients served. Professional development of staff should be provided specifically to meet the training and technical assistance survey results.

3. A study should be conducted to assess what disabilities exist among different tribes and what the tribal attitude is toward disabilities. Attitudes, morals and values vary among different tribal groups. Attitudinal studies would help determine what type of services would best meet the needs of the disabled population among the different tribal groups with Section 130 projects.

Services Rendered

Information regarding services rendered was sought for the purpose of becoming up to date with what types of services the Section 130 projects provided. Twelve fundamental types of services were listed for respondents. Combinations of services may be required to meet each individual's needs. The services rendered data for this study were reported as individual totals of each type of service provided per client but not what combined totals of services were provided per client.

Recommendation:

1. Administrators of the American Indian Vocational Rehabilitation Projects may want to consider expanding the types of services offered to their clientele. An assessment of rehabilitative service needs would determine what services need to be included to meet the needs for the types of disabilities served.

Training and Technical Assistance Needs

Twenty-four components of rehabilitative services were listed for American Indian VR project staff to prioritize as programmatic needs. The results are presented in this study in several table forms according to administrative and staff responses, projects within the five Federal Regions represented, and by the length of existence of projects.

Recommendations:

1. Administrative staff could use the study results to plan and schedule training and technical assistance on a regional basis, administrative training basis and staff needs basis.

2. Project administrators should contact RSA and State VR agencies about scheduled training and technical assistance opportunities.

3. Educational and training material should be requested from State and Federal VR agencies addressing training and technical assistance topics as indicated by the survey results. Materials have already been developed by many State and Federal VR agencies, university programs, material development centers and research and training centers for dissemination purposes.

4. State VR agencies could provide technical assistance and training for Section 130 personnel.

5. Rehabilitation Services Administration should include Section 130 projects on their mailing lists to disseminate bulletins, media material and upcoming training opportunities.

Staff and Administration of American Indian Vocational Rehabilitation Projects

Since completion of this study, one project director requested the training and technical assistance results for the Region VIII Rehabilitation Continuing Education Program Committee. After conveyance of this data, training in the top rated components for Region VIII has already taken place.

Recommendations:

1. Each regional Rehabilitation Continuing Education Program should include American Indian Vocational Rehabilitation staff in the capacity of advisory committee members for participatory purposes in planning training etc.

2. Rehabilitation Continuing Education Program should utilize the training and technical assistance results of this study to coordinate training with administrators of the American Indian Vocational Rehabilitation projects.

3. Careful consideration should be given to commitment by American Indian Vocational Rehabilitation staff in view of continuation and longevity of programs. Staff hired to implement Section 130 projects should be willing to commit themselves to the purpose of the program for a determined length of time. Turnover of staff only hinders and delays progress and success.

Review of the study results gives a confirmed indication of the need for rehabilitation services training and technical assistance from several levels and perspectives. Hopefully, cooperative efforts among State VR, Federal RSA and

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tribal agencies to address the needs will result from the data presented. Although increased efforts have been mandated, the need to coordinate efforts among state, federal, local and tribal agencies remains.

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APPENDICES

Project Profile

1. Project title: _____

2. Location: _____

3. Please respond to the following items with appropriate check mark or short answer responses.

_____ Male _____ Female

4. Race or ethnic group

_____ American Indian
_____ Alaska Native
_____ Asian or Pacific Islander
_____ Black
_____ Caucasian
_____ Hispanic
_____ Other (specify) _____

5. Highest level of education completed:

		Degree/Major
_____	High School	
_____	Associate Degree	_____
_____	Bachelors	_____
_____	Masters	_____
_____	Doctorate	_____

6. Describe nature of your work experience and number of years in the field of vocational rehabilitation: _____
_____

If work experience is not in vocational rehabilitation, briefly describe your past work experience.

_____
_____

7. Please list the job titles of your project staff.

Title	Full-time	Part-time
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

8. What is the population of your service jurisdiction? _____

9. What is the size of the area that you serve in acres or square miles?
_____acres _____square miles

10. What is the major tribal affiliation of the American Indian clients that you serve?
_____ _____% _____No.

11. What other tribes have you served?

Tribal Affiliation:	Percentage	Number
_____	_____%	_____
_____	_____%	_____

12. What percentage of your American Indian clients live on the reservation and what percentage live off the reservation while being served?

_____% on reservation _____% off reservation

13. What type of employment opportunities or industries are available on or near your reservation?

On the reservation	Near the reservation
_____	_____
_____	_____
_____	_____
_____	_____

14. Client caseload of your program:

How many were served in 1987? _____
How many have been served in 1988? _____

15. Of the clients in your caseload, how many are willing to relocate for training and/or employment?

% willing _____ % not willing _____

16. How many clients have been referred to your program by the following sources:

		No. of Clients in 1987	No. of Clients in 1988
a.	State Voc. Rehab. Agency	_____	_____
b.	Private Hospitals	_____	_____
c.	Physicians	_____	_____
d.	Indian Health Services Hospitals or Clinics	_____	_____
e.	Community Health Representatives	_____	_____
f.	Workmen's Compensation Commission	_____	_____
g.	Job Services	_____	_____
h.	State Employment Services	_____	_____
i.	JTPA Projects (Joint Training Partnership Act)	_____	_____
j.	Social Security Administration	_____	_____
k.	Veteran's Administration	_____	_____
l.	Public School	_____	_____
m.	Vocational Technical Schools	_____	_____
n.	Colleges and Universities	_____	_____
o.	Tribal Organization	_____	_____
p.	Bureau of Indian Affairs	_____	_____
q.	Social Welfare	_____	_____
r.	Self Referral	_____	_____
s.	Other _____	_____	_____
	Totals	_____	_____

17. How many clients were determined *closed rehabilitated* in 1987? _____ In 1988?_____

a. How many were determined *closed not rehabilitated* in 1987? _____ In 1988?_____

18. Please specify the reason(s) for unsuccessful closure.

_____

_____

_____

_____

19. Types of disabilities served:

		No of Clients
a.	Spinal cord injury	_____
b.	Arthritis	_____
c.	Amputations	_____
d.	Blindness, partial blindness	_____
e.	Deaf, hearing impaired	_____
f.	Emotionally disturbed	_____
g.	Mental illness, psychiatric disorders	_____
h.	Mentally retarded	_____
i.	Orthopedic, musculo-skeletal (muscular dystrophy, multiple sclerosis)	_____
j.	Cerebral palsy	_____
k.	Epileptic	_____
l.	Learning disabilities	_____
m.	Alcoholic	_____
n.	Drug addiction	_____
o.	Other (specify) _____	_____

20. Please identify the number of clients who have received each of the following services.

		No. of Clients
a.	Vocational/work evaluation	_____
b.	Psychological testing	_____
c.	Vocational counseling	_____
d.	Personal counseling	_____
e.	Work adjustment training	_____
f.	Independent living (budgeting, etc.)	_____
g.	Activities of daily living (grooming, etc.)	_____
h.	Job placement	_____
i.	Sheltered employment	_____
j.	Extended Evaluation	_____
k.	Native Healing	_____
l.	Medical services (OT, PT)	_____
m.	Other (specify) _____	_____

21. Please respond to each item listed by prioritizing what you feel would meet you and your staff's programmatic needs (on a scale of 1 to 5) in either TRAINING (to raise level of competence and broaden expertise) or TECHNICAL ASSISTANCE (on-site help by utilizing best possible resource).

1= essential 3= important 5= not important
2= very important 4= less important

		Training	Technical Assistance
a.	Vocational evaluation	_____	_____
b.	Work adjustment	_____	_____
c.	Independent living skills (budgeting, etc.)	_____	_____
d.	Activities of daily living (grooming, etc.)	_____	_____
e.	Sheltered employment	_____	_____
f.	Rehabilitation terminology	_____	_____
g.	Medical terminology	_____	_____
h.	Establishing resource contacts	_____	_____
i.	Job analysis	_____	_____
j.	Job development	_____	_____
k.	Job Placement	_____	_____
l.	Rehabilitation process	_____	_____
m.	Foundations of vocational rehabilitation	_____	_____
n.	Functional limitations of disabilities	_____	_____
o.	Medical aspects of disabilities	_____	_____
p.	Vocational rehabilitation legislation	_____	_____
q.	Program evaluation plan	_____	_____
r.	IWRP Development	_____	_____
s.	Interpreting Technical Reports	_____	_____
t.	Confidentiality	_____	_____
u.	Report writing	_____	_____
v.	Grantsmanship	_____	_____
w.	Sign Language	_____	_____
x.	Program Development	_____	_____
y.	Other (specify) _____	_____	_____

22. Do you purchase services for your clients? (for example: vocational evaluation, etc.)

Yes _____ No _____

23. What type of services do you purchase from other providers?

_____
_____
_____
_____

Staff Survey

Project Staff Profile

1. Project title: _____

2. Location: _____

3. Please respond to the following items with appropriate check mark or short answer responses.

_____ Male _____ Female

4. Race or ethnic group

_____ American Indian
_____ Alaska Native
_____ Asian or Pacific Islander
_____ Black
_____ Caucasian
_____ Hispanic
_____ Other (specify) _____

5. Highest level of education completed:

		Degree/Major
_____	High School	
_____	Associate Degree	_____
_____	Bachelors	_____
_____	Masters	_____
_____	Doctorate	_____

6. Describe nature of your work experience and number of years in the field of vocational rehabilitation _____

_____

If work experience is not in vocational rehabilitation, briefly describe your past work experience.

_____

_____

7. What is your position title?

	Full-time	Part-time
_____	_____	_____

8. Please indicate what services your project offers with a check mark.

a.	Vocational/work evaluation	_____
b.	Psychological testing	_____
c.	Vocational counseling	_____
d.	Personal counseling	_____
e.	Work adjustment training	_____
f.	Independent living (budgeting, etc.)	_____
g.	Activities of daily living (grooming, etc.)	_____
h.	Job placement	_____
i.	Sheltered employment	_____
j.	Extended evaluation	_____
k.	Native healing	_____
l.	Medical services (OT, PT)	_____
m.	Other (specify) _____	_____

9. Please respond to each item listed by prioritizing what you feel would meet your programmatic needs (on a scale of 1 to 5) in either TRAINING (to raise level of competence and broaden expertise) or TECHNICAL ASSISTANCE (on-site help by utilizing the best possible resource).

1= essential 3= important 5= not important
2= very important 4= less important

		Training	Technical Assistance
a.	Vocational evaluation	_____	_____
b.	Work adjustment	_____	_____
c.	Independent living skills (budgeting, etc.)	_____	_____
d.	Activities of daily living (grooming, etc.)	_____	_____
e.	Sheltered employment	_____	_____
f.	Rehabilitation terminology	_____	_____
g.	Medical terminology	_____	_____
h.	Establishing resource contacts	_____	_____
i.	Job analysis	_____	_____
j.	Job development	_____	_____
k.	Job placement	_____	_____
l.	Rehabilitation process	_____	_____
m.	Foundations of vocational rehabilitation	_____	_____
n.	Functional limitations of disabilities	_____	_____
o.	Medical aspects of disabilities	_____	_____
p.	Vocational rehabilitation legislation	_____	_____
q.	Program evaluation plan	_____	_____
r.	IWRP Development	_____	_____
s.	Interpreting technical reports	_____	_____
t.	Confidentiality	_____	_____
u.	Report writing	_____	_____
v.	Grantsmanship	_____	_____
w.	Sign Language	_____	_____
x.	Program development	_____	_____
y.	Other (specify) _____	_____	_____

Table A-1

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

All Regions

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
IWRP Development	10	62.50	3	18.75	13	81
Job Development	10	58.82	2	11.77	12	71
Vocational Evaluation	8	47.05	4	23.53	12	71
Functional Limitations of Disabilities	3	17.65	9	52.94	12	71
Rehabilitation Process	7	43.75	4	25.00	11	69
Grantsmanship	7	43.75	4	25.00	11	69
Job Placement	11	57.90	2	10.53	13	68
Work Adjustment	6	33.33	6	33.33	12	67
Medical Aspects of Disabilities	3	17.65	8	47.06	11	65
Establishing Resource Contacts	7	43.75	3	18.75	10	63
Program Development	5	31.25	5	31.25	10	63
Program Evaluation	4	28.57	4	28.57	8	57
Job Analysis	7	38.89	3	16.67	10	56
Vocational Rehabilitation Legislation	3	18.75	6	37.50	9	56
Sheltered Employment	6	35.29	3	17.65	9	53
Rehabilitation Terminology	6	40.00	2	13.33	8	53
Confidentiality	5	29.41	4	23.53	9	53

* Brought to the nearest whole number.

Table A-1 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Interpreting Technical Reports	4	23.53	5	29.41	9	53
Report Writing	4	23.53	5	29.41	9	53
Medical Terminology	7	43.75	1	6.25	8	50
Foundations of Vocational Rehabilitation	4	25.00	4	25.00	8	50
Activities of Daily Living	2	12.50	4	25.00	6	38
Independent Living Skills	3	16.67	3	16.67	6	33
Sign Language	4	23.53	1	5.88	5	29

* Brought to the nearest whole number.

Table A-2

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors

All Regions

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Placement	6	60.00	2	20.00	8	80
Job Development	4	44.44	3	33.33	7	78
Establishing Resource Contacts	4	40.00	3	30.00	7	70
Report Writing	3	30.00	4	40.00	7	70
Rehabilitation Terminology	3	33.33	3	33.33	6	67
Grantsmanship	6	54.55	1	9.09	7	64
Program Evaluation Plan	5	45.46	2	18.18	7	64
Program Development	4	36.36	3	27.27	7	64
Functional Limitations of Disabilities	3	30.00	4	36.36	7	64
Medical Aspects of Disabilities	3	27.27	3	36.36	6	64
Vocational Rehabilitation Legislation	2	18.18	5	45.46	7	64
Medical Terminology	4	40.00	2	20.00	6	60
Work Adjustment	3	30.00	3	30.00	6	60
Job Analysis	3	30.00	3	30.00	6	60
Vocational Evaluation	4	33.33	3	25.00	7	58
IWRP Development	4	36.36	2	18.18	6	55
Rehabilitation Process	5	45.45	0	0.00	5	45

Table A-2 (continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Sheltered Employment	3	27.27	2	18.18	5	45
Foundations of Vocational Rehabilitation	3	27.27	2	18.18	5	45
Activities of Daily Living	1	9.09	4	36.36	5	45
Interpreting Technical Reports	2	16.67	3	25.00	5	42
Confidentiality	3	30.00	1	10.00	4	40
Independent Living Skills	1	10.00	2	20.00	3	30
Sign Language	2	20.00	-	-	2	20

*Brought to the nearest whole number

Table A-3

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Region IV

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Vocational Evaluation	1	100.00	-	-	1	100
Work Adjustment	1	100.00	-	-	1	100
Sheltered Employment	1	100.00	-	-	1	100
Rehabilitation Terminology	1	100.00	-	-	1	100
Medical Terminology	1	100.00	-	-	1	100
Job Analysis	1	100.00	-	-	1	100
Job Development	1	100.00	-	-	1	100
Job Placement	1	100.00	-	-	1	100
Rehabilitation Process	1	100.00	-	-	1	100
Program Evaluation Plan	1	100.00	-	-	1	100
Report Writing	1	100.00	-	-	1	100
Independent Living Skills	-	-	1	100.00	1	100
Activities of Daily Living	-	-	1	100.00	1	100
Establishing Resource Contacts	-	-	1	100.00	1	100
Functional Limitations of Disabilities	-	-	1	100.00	1	100
Medical aspects of Disabilities	-	-	1	100.00	1	100
IWRP Development Training	-	-	1	100.00	1	100

* Brought to the nearest whole number.

Table A-3 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Interpreting Technical Reports	-	-	1	100.00	1	100
Confidentiality	-	-	1	100.00	1	100
Grantsmanship	-	-	1	100.00	1	100
Foundations of Vocational Rehabilitation	-	-	-	-	0	0
Vocational Rehabilitation Legislation	-	-	-	-	0	0
Sign Language	-	-	-	-	0	0
Program Development	-	-	-	-	0	0

* Brought to the nearest whole number.

Table A-4

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Region IV

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Sheltered Employment	1	100.00	-	-	1	100
Medical Terminology	1	100.00	-	-	1	100
Program Evaluation Plan	1	100.00	-	-	1	100
Vocational Evaluation	-	-	1	100.00	1	100
Work Adjustment	-	-	1	100.00	1	100
Independent Living Skills	-	-	1	100.00	1	100
Activities of Daily Living	-	-	1	100.00	1	100
Rehabilitation Terminology	-	-	1	100.00	1	100
Establishing Resource Contacts	-	-	1	100.00	1	100
Job Analysis	-	-	1	100.00	1	100
Job Placement	-	-	1	100.00	1	100
Interpreting Technical Reports	-	-	1	100.00	1	100
Report Writing	-	-	1	100.00	1	100
Job Development	-	-	-	-	0	0
Rehabilitation Process	-	-	-	-	0	0
Foundations of Vocational Rehabilitation	-	-	-	-	0	0
Functional Limitations of Disabilities	-	-	-	-	0	0

* Brought to the nearest whole number.

Table A-4 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Medical aspects of Disabilities	-	-	-	-	0	0
Vocational Rehabilitation Legislation	-	-	-	-	0	0
IWRP Development Training	-	-	-	-	0	0
Confidentiality	-	-	-	-	0	0
Grantsmanship	-	-	-	-	0	0
Sign Language	-	-	-	-	0	0
Program Development	-	-	-	-	0	0

* Brought to the nearest whole number.

Table A-5

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Region VI

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Program Development	2	100.00	-	-	2	100
Grantsmanship	2	100.00	-	-	2	100
Job Placement	2	100.00	-	-	2	100
Program Evaluation Plan	1	50.00	1	50.00	2	100
Establishing Resource Contacts	1	50.00	1	50.00	2	100
Job Development	1	50.00	1	50.00	2	100
Rehabilitation Process	1	50.00	1	50.00	2	100
Functional Limitations of Disabilities	1	50.00	-	-	1	50
Work Adjustment	1	50.00	-	-	1	50
Independent Living Skills	1	50.00	-	-	1	50
Activities of Daily Living	1	50.00	-	-	1	50
Sheltered Employment	1	50.00	-	-	1	50
Rehabilitation Terminology	1	50.00	-	-	1	50
Medical Terminology	1	50.00	-	-	1	50
Foundations of Vocational Rehabilitation	1	50.00	-	-	1	50
Medical aspects of Disabilities	1	50.00	-	-	1	50
Vocational Rehabilitation Legislation	1	50.00	-	-	1	50

* Brought to the nearest whole number.

Table A-5 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
IWRP Development Training	1	50.00	-	-	1	50
Interpreting Technical Reports	1	50.00	-	-	1	50
Confidentiality	1	50.00	-	-	1	50
Report Writing	1	50.00	-	-	1	50
Sign Language	1	50.00	-	-	1	50
Vocational Evaluation	1	50.00	-	-	1	50
Job Analysis	1	50.00	-	-	1	50

* Brought to the nearest whole number.

Table A-6

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Region VI

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Placement	2	100.00	-	-	2	100
Program Development	2	100.00	-	-	2	100
Program Evaluation Plan	1	50.00	1	50.00	2	100
Job Development	1	50.00	1	50.00	2	100
Establishing Resource Contacts	1	50.00	1	50.00	2	100
Activities of Daily Living	1	50.00	-	-	1	50
Work Adjustment	1	50.00	-	-	1	50
Independent Living Skills	1	50.00	-	-	1	50
Rehabilitation Terminology	1	50.00	-	-	1	50
Medical Terminology	1	50.00	-	-	1	50
Job Analysis	1	50.00	-	-	1	50
Rehabilitation Process	1	50.00	-	-	1	50
Foundations of Vocational Rehabilitation	1	50.00	-	-	1	50
Functional Limitations of Disabilities	1	50.00	-	-	1	50
Medical aspects of Disabilities	1	50.00	-	-	1	50
Vocational Rehabilitation Legislation	1	50.00	-	-	1	50

* Brought to the nearest whole number.

Table A-6 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Interpreting Technical Reports	1	50.00	-	-	1	50
Confidentiality	1	50.00	-	-	1	50
Report Writing	1	50.00	-	-	1	50
Grantsmanship	1	50.00	-	-	1	50
Sign Language	1	50.00	-	-	1	50
IWRP Development Training	1	50.00	-	-	1	50
Sheltered Employment	1	50.00	-	-	1	50
Vocational Evaluation	1	50.00	-	-	1	50

* Brought to the nearest whole number.

Table A-7

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Region VIII

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Vocational Rehabilitation Legislation	2	25.00	5	62.50	7	88
Grantsmanship	5	62.50	1	12.50	6	75
IWRP Development Training	5	71.43	-	-	5	71
Vocational Evaluation	3	37.50	2	25.00	5	63
Foundations of Vocational Rehabilitation	3	37.50	2	25.00	5	63
Work Adjustment	2	25.00	3	37.50	5	63
Medical aspects of Disabilities	2	25.00	3	37.50	5	63
Rehabilitation Terminology	3	42.86	1	14.29	4	57
Program Development	2	28.57	2	28.57	4	57
Functional Limitations of Disabilities	1	14.29	3	42.86	4	57
Establishing Resource Contacts	4	50.00	-	-	4	50
Job Development	3	37.50	1	12.50	4	50
Job Placement	3	37.50	1	12.50	4	50
Rehabilitation Process	3	37.50	1	12.50	4	50
Report Writing	2	25.00	2	25.00	4	50
Program Evaluation Plan	2	33.33	1	16.67	3	50

* Brought to the nearest whole number.

Table A-7 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Medical Terminology	2	28.57	1	14.29	3	43
Confidentiality	2	25.00	1	12.50	3	38
Job Analysis	2	25.00	1	12.50	3	38
Sheltered Employment	2	25.00	1	12.50	3	38
Interpreting Technical Reports	1	12.50	2	25.00	3	38
Sign Language	1	12.50	-	-	1	13
Independent Living Skills	-	-	1	12.50	1	13
Activities of Daily Living	-	-	1	12.50	1	13

* Brought to the nearest whole number.

Table A-8

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Region VIII

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Grantsmanship	5	83.33	1	16.67	6	100
Vocational Rehabilitation Legislation	1	16.67	4	66.67	5	83
Job Development	3	60.00	1	20.00	4	80
Report Writing	2	40.00	2	40.00	4	80
Vocational Evaluation	3	50.00	1	16.67	4	67
Program Evaluation Plan	3	50.00	1	16.67	4	67
Work Adjustment	2	33.33	2	33.33	4	67
Foundations of Vocational Rehabilitation	2	33.33	2	33.33	4	67
Program Development	2	33.33	2	33.33	4	67
Medical aspects of Disabilities	1	16.67	3	50.00	4	67
Job Placement	3	60.00	-	-	3	60
IWRP Development Training	3	60.00	-	-	3	60
Rehabilitation Terminology	2	40.00	1	20.00	3	60
Medical Terminology	2	40.00	1	20.00	3	60
Functional Limitations of Disabilities	1	20.00	2	40.00	3	60
Establishing Resource Contacts	3	50.00	-	-	3	50

* Brought to the nearest whole number.

Table A-8 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Rehabilitation Process	3	50.00	-	-	3	50
Confidentiality	2	33.33	1	16.67	3	50
Interpreting Technical Reports	1	14.29	2	28.57	3	43
Job Analysis	2	40.00	-	-	2	40
Activities of Daily Living	-	-	2	33.33	2	33
Sheltered Employment	1	20.00	-	-	1	20
Independent Living Skills	-	-	1	16.67	1	17
Sign Language	-	-	-	-	0	0

* Brought to the nearest whole number.

Table A-9

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Region IX

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Placement	4	100.00	-	-	4	100
Job Development	3	100.00	-	-	3	100
Establishing Resource Contacts	2	66.66	1	33.33	3	100
Rehabilitation Process	2	66.67	1	33.33	3	100
IWRP Development Training	2	66.67	1	33.33	3	100
Interpreting Technical Reports	2	66.67	1	33.33	3	100
Functional Limitations of Disabilities	-	-	4	100.00	4	100
Job Analysis	3	75.00	-	-	3	75
Vocational Evaluation	2	50.00	1	25.00	3	75
Rehabilitation Terminology	2	66.67	-	-	2	67
Medical Terminology	2	66.67	-	-	2	67
Work Adjustment	1	33.33	1	33.33	2	67
Foundations of Vocational Rehabilitation	1	33.33	1	33.33	2	67
Medical aspects of Disabilities	1	33.33	1	33.33	2	67
Program Evaluation Plan	1	33.33	1	33.33	2	67
Confidentiality	1	33.33	1	33.33	2	67

* Brought to the nearest whole number.

Table A-9 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Report Writing	1	33.33	1	33.33	2	67
Program Development	1	33.33	1	33.33	2	67
Sign Language	2	50.00	-	-	2	50
Sheltered Employment	1	33.33	-	-	1	33
Vocational Rehabilitation Legislation	1	33.33	-	-	1	33
Grantsmanship	1	33.33	-	-	1	33
Activities of Daily Living	-	-	1	33.33	1	33
Independent Living Skills	-	-	-	-	0	0

* Brought to the nearest whole number.

Table A-10

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Region IX

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Placement	2	66.67	1	33.33	3	100
Rehabilitation Terminology	1	50.00	1	50.00	2	100
Medical Terminology	1	50.00	1	50.00	2	100
Establishing Resource Contacts	1	50.00	1	50.00	2	100
Job Analysis	1	50.00	1	50.00	2	100
Job Development	1	50.00	1	50.00	2	100
Functional Limitations of Disabilities	1	50.00	1	50.00	2	100
Medical aspects of Disabilities	1	50.00	1	50.00	2	100
Vocational Rehabilitation Legislation	-	-	2	100.00	2	100
Vocational Evaluation	1	33.33	1	33.33	2	67
IWRP Development Training	1	33.33	1	33.33	2	67
Sign Language	1	50.00	-	-	1	50
Work Adjustment	1	50.00	-	-	1	50
Rehabilitation Process	1	50.00	-	-	1	50
Foundations of Vocational Rehabilitation	1	50.00	-	-	1	50
Program Evaluation Plan	1	50.00	-	-	1	50

* Brought to the nearest whole number.

Table A-10 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Interpreting Technical Reports	1	50.00	-	-	1	50
Confidentiality	1	50.00	-	-	1	50
Grantsmanship	1	50.00	-	-	1	50
Report Writing	1	50.00	-	-	1	50
Program Development	1	50.00	-	-	1	50
Sheltered Employment	-	-	1	33.33	1	33.33
Activities of Daily Living	-	-	1	33.33	1	33.33
Independent Living Skills	-	-	-	-	-	-

* Brought to the nearest whole number.

Table A-11

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Region X

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
IWRP Development Training	3	75.00	1	25.00	4	100
Vocational Evaluation	2	66.67	1	33.33	3	100
Job Development	3	75.00	-	-	3	75
Confidentiality	2	50.00	1	25.00	3	75
Work Adjustment	1	25.00	2	50.00	3	75
Sheltered Employment	1	25.00	2	50.00	3	75
Job Analysis	1	25.00	2	50.00	3	75
Functional Limitations of Disabilities	1	25.00	2	50.00	3	75
Program Development	1	25.00	2	50.00	3	75
Medical aspects of Disabilities	-	-	3	75.00	3	75
Activities of Daily Living	1	33.33	1	33.33	2	67
Rehabilitation Process	1	33.33	1	33.33	2	67
Grantsmanship	-	-	2	66.67	2	67
Medical Terminology	2	50.00	-	-	2	50
Independent Living Skills	1	25.00	1	25.00	2	50
Job Placement	1	25.00	1	25.00	2	50
Interpreting Technical Reports	1	25.00	1	25.00	2	50

* Brought to the nearest whole number.

Table A-11 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Report Writing	-	-	2	50.00	2	50
Establishing Resource Contacts	1	33.33	-	-	1	33
Rehabilitation Terminology	-	-	1	33.33	1	33
Foundations of Vocational Rehabilitation	-	-	1	33.33	1	33
Vocational Rehabilitation Legislation	-	-	1	33.33	1	33
Program Evaluation Plan	-	-	1	33.33	1	33
Sign Language	-	-	1	33.33	1	33

* Brought to the nearest whole number.

Table A-12

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Region X

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Rehabilitation Process	1	100.00	-	-	1	100
Sheltered Employment	-	-	1	100.00	1	100
Job Analysis	-	-	1	100.00	1	100
Medical aspects of Disabilities	-	-	1	100.00	1	100
IWRP Development Training	-	-	1	100.00	1	100
Report Writing	-	-	1	100.00	1	100
Program Development	-	-	1	100.00	1	100
Vocational Evaluation	-	-	-	-	0	0
Work Adjustment	-	-	-	-	0	0
Independent Living Skills	-	-	-	-	0	0
Activities of Daily Living	-	-	-	-	0	0
Rehabilitation Terminology	-	-	-	-	0	0
Medical Terminology	-	-	-	-	0	0
Establishing Resource Contacts	-	-	-	-	0	0
Job Development	-	-	-	-	0	0
Job Placement	-	-	-	-	0	0
Foundations of Vocational Rehabilitation	-	-	-	-	0	0

* Brought to the nearest whole number.

Table A-12 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Functional Limitations of Disabilities	-	-	-	-	0	0
Vocational Rehabilitation Legislation	-	-	-	-	0	0
Program Evaluation Plan	-	-	-	-	0	0
Interpreting Technical Reports	-	-	-	-	0	0
Confidentiality	-	-	-	-	0	0
Grantsmanship	-	-	-	-	0	0
Sign Language	-	-	-	-	0	0

* Brought to the nearest whole number.

Table A-13

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Projects in Existence for more than three years (five projects):

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Placement	4	80.00	-	-	4	80
Functional Limitations of Disabilities	1	20.00	3	60.00	4	80
Job Development	3	75.00	-	-	3	75
IWRP Development Training	2	50.00	1	25.00	3	75
Interpreting Technical Reports	2	50.00	1	25.00	3	75
Confidentiality	2	50.00	1	25.00	3	75
Establishing Resource Contacts	1	33.33	1	33.33	2	67
Rehabilitation Process	1	33.33	1	33.33	2	67
Foundations of Vocational Rehabilitation	-	-	2	66.67	2	67
Vocational Evaluation	2	40.00	1	20.00	3	60
Job Analysis	2	40.00	1	20.00	3	60
Sheltered Employment	2	50.00	-	-	2	50
Medical Terminology	2	50.00	-	-	2	50
Sign Language	2	50.00	-	-	2	50
Report Writing	1	25.00	1	25.00	2	50
Grantsmanship	1	25.00	1	25.00	2	50
Program Development	1	25.00	1	25.00	2	50

* Brought to the nearest whole number.

Table A-13 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Work Adjustment	-	-	2	50.00	2	50
Medical aspects of Disabilities	-	-	2	50.00	2	50
Rehabilitation Terminology	1	33.33	-	-	1	33
Activities of Daily Living	-	-	1	33.33	1	33
Vocational Rehabilitation Legislation	1	25.00	-	-	1	25
Program Evaluation Plan	-	-	1	25.00	1	25
Independent Living Skills	-	-	-	-	0	0

* Brought to the nearest whole number.

Table A-14

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Projects in existence for more than three years (five projects):

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Vocational Rehabilitation Legislation	1	50.00	1	50.00	2	100
Job Placement	1	33.33	1	33.33	2	67
Activities of Daily Living	-	-	2	66.67	2	67
Functional Limitations of Disabilities	1	50.00	-	-	1	50
Medical aspects of Disabilities	1	50.00	-	-	1	50
Confidentiality	1	50.00	-	-	1	50
Report Writing	1	50.00	-	-	1	50
Grantsmanship	1	50.00	-	-	1	50
Sign Language	1	50.00	-	-	1	50
Rehabilitation Terminology	-	-	1	50.00	1	50
Medical Terminology	-	-	1	50.00	1	50
Establishing Resource Contacts	-	-	1	50.00	1	50
Job Analysis	-	-	1	50.00	1	50
Job Development	-	-	1	50.00	1	50
Foundations of Vocational Rehabilitation	-	-	1	50.00	1	50
Vocational Evaluation	-	-	1	33.33	1	33
Sheltered Employment	-	-	1	33.33	1	33

* Brought to the nearest whole number.

Table A-14 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
IWRP Development Training	-	-	1	33.33	1	33
Work Adjustment	-	-	-	-	0	0
Independent Living Skills	-	-	-	-	0	0
Rehabilitation Process	-	-	-	-	0	0
Program Evaluation Plan	-	-	-	-	0	0
Interpreting Technical Reports	-	-	-	-	0	0
Program Development	-	-	-	-	0	0

* Brought to the nearest whole number.

Table A-15

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Projects in existence for more than one year, but less than three years (ten projects):

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
IWRP Development Training	5	55.56	2	22.22	7	78
Grantsmanship	4	44.44	3	33.33	7	78
Program Evaluation Plan	2	28.57	3	42.86	5	71
Job Development	5	50.00	2	20.00	7	70
Work Adjustment	3	30.00	4	40.00	7	70
Medical aspects of Disabilities	1	10.00	6	60.00	7	70
Vocational Evaluation	4	44.44	2	22.22	6	67
Program Development	2	22.22	4	44.44	6	67
Job Placement	4	40.00	2	20.00	6	60
Rehabilitation Process	4	40.00	2	20.00	6	60
Functional Limitations of Disabilities	1	11.11	4	44.44	5	56
Vocational Rehabilitation Legislation	-	-	5	55.56	5	56
Sheltered Employment	3	30.00	2	20.00	5	50
Establishing Resource Contacts	3	30.00	2	20.00	5	50
Job Analysis	3	30.00	2	20.00	5	50
Report Writing	1	10.00	4	40.00	5	50
Medical Terminology	3	33.33	1	11.11	4	44

* Brought to the nearest whole number.

Table A-15 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Rehabilitation Terminology	2	22.22	2	22.22	4	44
Independent Living Skills	1	10.00	3	30.00	4	40
Activities of Daily Living	1	10.00	3	30.00	4	40
Confidentiality	1	10.00	3	30.00	4	40
Interpreting Technical Reports	-	-	4	40.00	4	40
Foundations of Vocational Rehabilitation	1	10.00	2	20.00	3	30
Sign Language	1	10.00	1	10.00	2	20

* Brought to the nearest whole number.

Table A-16

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Projects in existence for more than one year, but less than three years (ten projects):

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Placement	3	60.00	1	20.00	4	80
Job Development	2	40.00	2	40.00	4	80
Program Evaluation Plan	3	42.86	2	28.57	5	71
Program Development	2	28.57	3	42.86	5	71
Establishing Resource Contacts	2	33.33	2	33.33	4	67
Work Adjustment	1	16.67	3	50.00	4	67
Report Writing	-	-	4	66.67	4	67
Rehabilitation Terminology	1	20.00	2	40.00	3	60
Grantsmanship	3	42.87	1	14.29	4	57
Vocational Evaluation	2	28.57	2	28.57	4	57
Medical aspects of Disabilities	1	14.29	3	42.86	4	57
Sheltered Employment	2	33.33	1	16.67	3	50
Medical Terminology	2	33.33	1	16.67	3	50
IWRP Development Training	2	33.33	1	16.67	3	50
Job Analysis	1	16.67	2	33.33	3	50
Rehabilitation Process	3	42.86	-	-	3	43
Vocational Rehabilitation Legislation	-	-	3	42.86	3	43

* Brought to the nearest whole number.

Table A-16 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Interpreting Technical Reports	-	-	3	37.50	3	38
Functional Limitations of Disabilities	1	16.67	1	16.67	2	33
Independent Living Skills	-	-	2	33.33	2	33
Activities of Daily Living	-	-	2	33.33	2	33
Foundations of Vocational Rehabilitation	1	14.29	1	14.29	2	29
Confidentiality	-	-	1	16.67	1	17
Sign Language	-	-	-	-	0	0

* Brought to the nearest whole number.

Table A-17

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Projects in existence for less than one year (four projects):

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Rehabilitation Terminology	3	100.00	-	-	3	100
Establishing Resource Contacts	3	100.00	-	-	3	100
Foundations of Vocational Rehabilitation	3	100.00	-	-	3	100
IWRP Development Training	3	100.00	-	-	3	100
Vocational Evaluation	2	66.67	1	33.33	3	100
Rehabilitation Process	2	66.67	1	33.33	3	100
Vocational Rehabilitation Legislation	2	66.67	1	33.33	3	100
Functional Limitations of Disabilities	1	33.33	2	66.67	3	100
Work Adjustment	3	75.00	-	-	3	75
Job Placement	3	75.00	-	-	3	75
Medical Terminology	2	66.67	-	-	2	67
Job Analysis	2	66.67	-	-	2	67
Job Development	2	66.67	-	-	2	67
Medical aspects of Disabilities	2	66.67	-	-	2	67
Program Evaluation Plan	2	66.67	-	-	2	67
Interpreting Technical Reports	2	66.67	-	-	2	67

* Brought to the nearest whole number.

Table A-17 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Report Writing	2	66.67	-	-	2	67
Confidentiality	2	66.67	-	-	2	67
Grantsmanship	2	66.67	-	-	2	67
Program Development	2	66.67	-	-	2	67
Sheltered Employment	1	33.33	1	33.33	2	67
Independent Living Skills	2	50.00	-	-	2	50
Activities of Daily Living	1	33.33	-	-	1	33
Sign Language	1	33.33	-	-	1	33

* Brought to the nearest whole number.

Table A-18

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Directors.

Projects in existence for less than one year (four projects):

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Vocational Evaluation	2	100.00	-	-	2	100
Work Adjustment	2	100.00	-	-	2	100
Rehabilitation Terminology	2	100.00	-	-	2	100
Medical Terminology	2	100.00	-	-	2	100
Establishing Resource Contacts	2	100.00	-	-	2	100
Job Analysis	2	100.00	-	-	2	100
Job Development	2	100.00	-	-	2	100
Job Placement	2	100.00	-	-	2	100
Rehabilitation Process	2	100.00	-	-	2	100
Foundations of Vocational Rehabilitation	2	100.00	-	-	2	100
Program Evaluation Plan	2	100.00	-	-	2	100
IWRP Development Training	2	100.00	-	-	2	100
Interpreting Technical Reports	2	100.00	-	-	2	100
Confidentiality	2	100.00	-	-	2	100
Report Writing	2	100.00	-	-	2	100
Grantsmanship	2	100.00	-	-	2	100
Program Development	2	100.00	-	-	2	100

* Brought to the nearest whole number.

Table A-18 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Functional Limitations of Disabilities	1	50.00	1	50.00	2	100
Medical aspects of Disabilities	1	50.00	1	50.00	2	100
Vocational Rehabilitation Legislation	1	50.00	1	50.00	2	100
Independent Living Skills	1	50.00	-	-	1	50
Activities of Daily Living	1	50.00	-	-	1	50
Sheltered Employment	1	50.00	-	-	1	50
Sign Language	1	50.00	-	-	1	50

* Brought to the nearest whole number.

Table B-1

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

All Regions

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Medical Aspects of Disabilities	13	39.39	13	39.39	26	79
Functional Limitations of Disabilities	13	40.63	12	37.50	25	78
Foundations of Vocational Rehabilitation	12	42.86	9	32.14	21	75
Confidentiality	17	51.51	7	21.21	24	73
Program Development	18	52.94	6	17.65	24	71
Report Writing	15	45.45	8	24.24	23	70
Program Evaluation Plan	14	45.16	7	22.58	21	68
Rehabilitation Process	16	50.00	4	12.50	20	63
Job Development	14	43.75	6	18.75	20	63
Establishing Resource Contacts	13	43.33	6	20.00	19	63
IWRP Development	15	44.12	6	17.65	21	62
Job Placement	14	41.18	7	20.59	21	62
Vocational Evaluation	13	46.43	4	14.29	17	61
Job Analysis	12	38.71	7	22.58	19	61
Rehabilitation Terminology	10	30.30	10	30.30	20	61
Vocational Rehabilitation Legislation	7	25.00	10	35.71	17	61
Interpreting Technical Reports	12	37.50	6	18.75	18	56

* Brought to the nearest whole number.

Table B-1 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Grantsmanship	10	29.41	6	17.65	16	47
Medical Terminology	10	29.41	4	11.77	14	41
Work Adjustment	11	35.48	1	3.23	12	39
Sign Language	5	13.89	7	19.44	12	33
Independent Living Skills	3	9.38	6	18.75	9	28
Sheltered Employment	4	12.90	4	12.90	8	26
Activities of Daily Living	2	6.25	3	9.38	5	16

* Brought to the nearest whole number.

Table B-2

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

All Regions

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Confidentiality	19	70.37	4	14.82	23	85
Job Development	18	62.07	6	20.69	24	83
Job Placement	15	55.56	7	25.93	22	81
Program Development	12	48.00	8	32.00	20	80
Rehabilitation Process	14	51.85	7	25.93	21	78
Vocational Evaluation	13	41.94	11	35.48	24	77
Medical Aspects of Disabilities	8	30.77	12	46.15	20	77
Functional Limitations of Disabilities	11	40.74	9	33.33	20	74
IWRP Development	12	48.00	6	24.00	18	72
Program Evaluation Plan	11	40.74	8	29.63	19	70
Establishing Resource Contacts	11	40.74	8	29.63	19	70
Report Writing	11	42.31	6	23.08	17	65
Job Analysis	12	42.86	6	21.43	18	64
Foundations of Vocational Rehabilitation	12	38.71	7	22.58	19	61
Interpreting Technical Reports	10	37.04	6	22.22	16	59
Vocational Rehabilitation Legislation	8	27.59	8	27.59	16	55

* Brought to the nearest whole number.

Table B-2 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Work Adjustment	7	24.14	9	31.03	16	55
Rehabilitation Terminology	7	26.92	7	26.92	14	54
Grantsmanship	8	30.77	3	11.54	11	42
Sign Language	4	15.39	7	26.92	11	42
Sheltered Employment	6	24.00	4	16.00	10	40
Independent Living Skills	4	13.79	7	24.14	11	38
Medical Terminology	6	23.08	3	11.54	9	35
Activities of Daily Living	2	7.41	6	22.22	8	30

* Brought to the nearest whole number.

Table B-3

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Regions IV

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Report Writing	3	60.00	2	40.00	5	100
Job Placement	2	50.00	2	50.00	4	100
Program Evaluation Plan	2	50.00	2	50.00	4	100
Interpreting Technical Reports	1	20.00	4	80.00	5	100
Program Development	1	20.00	4	80.00	5	100
Job Development	1	25.00	3	75.00	4	100
Foundations of Vocational Rehabilitation	-	-	4	100.00	4	100
Vocational Rehabilitation Legislation	-	-	4	100.00	4	100
Functional Limitations of Disabilities	3	60.00	1	20.00	4	80
Medical Aspects of Disabilities	2	40.00	2	40.00	4	80
IWRP Development	2	40.00	2	40.00	4	80
Confidentiality	2	40.00	2	40.00	4	80
Rehabilitation Terminology	1	20.00	3	60.00	4	80
Establishing Resource Contacts	1	20.00	3	60.00	4	80
Grantsmanship	1	20.00	3	60.00	4	80
Medical Terminology	1	20.00	2	40.00	3	60

* Brought to the nearest whole number.

Table B-3 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Analysis	1	20.00	2	40.00	3	60
Sign Language	1	20.00	2	40.00	3	60
Work Adjustment	2	50.00	-	-	2	50
Rehabilitation Process	2	50.00	-	-	2	50
Independent Living Skills	1	25.00	1	25.00	2	50
Activities of Daily Living	1	25.00	1	25.00	2	50
Sheltered Employment	2	40.00	-	-	2	40
Vocational Evaluation	1	25.00	-	-	1	25

* Brought to the nearest whole number.

Table B-4

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Regions IV

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Placement	3	60.00	2	40.00	5	100
Confidentiality	3	75.00	1	25.00	4	100
Work Adjustment	1	20.00	4	80.00	5	100
Report Writing	1	25.00	3	75.00	4	100
Program Development	-	-	4	100.00	4	100
Vocational Evaluation	1	20.00	3	60.00	4	80
Job Development	1	20.00	3	60.00	4	80
Rehabilitation Process	1	20.00	3	60.00	4	80
Functional Limitations of Disabilities	1	25.00	2	50.00	3	75
Grantsmanship	1	25.00	2	50.00	3	75
Sign Language	1	25.00	2	50.00	3	75
Establishing Resource Contacts	-	-	3	75.00	3	75
Medical Aspects of Disabilities	-	-	3	75.00	3	75
IWRP Development	-	-	3	75.00	3	75
Sheltered Employment	-	-	2	66.67	2	67
Program Evaluation Plan	1	20.00	2	40.00	3	60
Independent Living Skills	-	-	3	60.00	3	60
Activities of Daily Living	-	-	3	60.00	3	60

* Brought to the nearest whole number.

Table B-4 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Vocational Rehabilitation Legislation	-	-	3	60.00	3	60
Rehabilitation Terminology	-	-	2	50.00	2	50
Interpreting Technical Reports	-	-	2	50.00	2	50
Foundations of Vocational Rehabilitation	-	-	2	40.00	2	40
Medical Terminology	-	-	1	25.00	1	25
Job Analysis	-	-	1	25.00	1	25

* Brought to the nearest whole number.

Table B-5

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Region VI

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Medical aspects of Disabilities	1	11.11	7	77.77	8	89
Confidentiality	5	55.56	2	22.22	7	78
Functional Limitations of Disabilities	3	33.33	4	44.44	7	78
Program Evaluation Plan	1	12.50	5	62.50	6	75
Program Development	4	50.00	1	12.50	5	63
Establishing Resource Contacts	4	50.00	1	12.50	5	63
Report Writing	1	14.29	3	42.86	4	57
IWRP Development Training	2	22.22	3	33.33	5	56
Foundations of Vocational Rehabilitation	2	25.00	2	25.00	4	50
Vocational Rehabilitation Legislation	1	12.50	3	37.50	4	50
Rehabilitation Process	3	33.33	1	11.11	4	44
Vocational Evaluation	1	14.29	2	28.57	3	43
Grantsmanship	1	12.50	2	25.00	3	38
Job Analysis	1	12.50	2	25.00	3	38
Interpreting Technical Reports	2	22.22	1	11.11	3	33

* Brought to the nearest whole number.

Table B-5 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Placement	1	11.11	2	22.22	3	33
Independent Living Skills	1	11.11	2	22.22	3	33
Sign Language	-	-	3	33.33	3	33
Work Adjustment	2	25.00	-	-	2	25
Job Development	2	22.22	-	-	2	22
Rehabilitation Terminology	1	11.11	1	11.11	2	22
Sheltered Employment	1	14.29	-	-	1	14
Activities of Daily Living	-	-	1	11.11	1	11
Medical Terminology	-	-	-	-	0	0

* Brought to the nearest whole number.

Table B-6

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Region VI

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Vocational Evaluation	3	33.33	5	55.56	8	89
Program Development	5	62.50	2	25.00	7	88
Establishing Resource Contacts	4	57.14	2	28.57	6	86
Confidentiality	4	57.14	2	28.57	6	86
Program Evaluation Plan	2	33.33	3	50.00	5	83
Functional Limitations of Disabilities	4	57.16	1	14.29	5	71
Job Development	4	57.14	1	14.29	5	71
IWRP Development Training	3	42.86	2	28.57	5	71
Foundations of Vocational Rehabilitation	4	50.00	1	12.50	5	63
Rehabilitation Process	4	57.14	-	-	4	57
Interpreting Technical Reports	3	42.85	1	14.28	4	57
Job Placement	2	28.57	2	28.57	4	57
Medical aspects of Disabilities	1	14.29	3	42.86	4	57
Sheltered Employment	3	50.00	-	-	3	50
Report Writing	2	25.00	2	25.00	4	50
Sign Language	1	12.50	3	37.50	4	50

* Brought to the nearest whole number.

Table B-6 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Independent Living Skills	2	28.57	1	14.28	3	43
Vocational Rehabilitation Legislation	1	14.29	2	28.57	3	43
Grantsmanship	2	28.57	-	-	2	29
Job Analysis	1	14.28	1	14.28	2	29
Medical Terminology	1	14.29	1	14.29	2	29
Rehabilitation Terminology	-	-	2	28.57	2	29
Work Adjustment	1	12.50	2	25.00	3	38
Activities of Daily Living	-	-	1	14.28	1	14

* Brought to the nearest whole number.

Table B-7

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Region VIII

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Confidentiality	10	71.43	2	14.29	12	86
Job Analysis	9	64.29	3	21.43	12	86
Job Development	9	64.29	3	21.43	12	86
Vocational Evaluation	9	69.23	2	15.39	11	85
Rehabilitation Process	9	64.29	2	14.29	11	79
Job Placement	8	57.14	3	21.43	11	79
Medical aspects of Disabilities	7	50.00	4	28.57	11	79
Functional Limitations of Disabilities	5	35.71	6	42.86	11	79
Foundations of Vocational Rehabilitation	7	53.85	3	23.08	10	77
Program Development	9	64.29	1	7.14	10	71
Report Writing	8	57.14	2	14.29	10	71
Rehabilitation Terminology	6	42.86	4	28.57	10	71
Program Evaluation Plan	9	64.29	-	-	9	64
IWRP Development Training	8	57.14	1	7.14	9	64
Establishing Resource Contacts	7	50.00	2	14.29	9	64
Vocational Rehabilitation Legislation	6	42.86	3	21.43	9	64

* Brought to the nearest whole number.

Table B-7 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Interpreting Technical Reports	7	50.00	1	7.14	8	57
Grantsmanship	6	42.86	1	7.14	7	50
Medical Terminology	5	35.71	2	14.29	7	50
Work Adjustment	5	35.71	1	7.14	6	43
Sheltered Employment	1	7.69	2	15.39	3	23
Sign Language	1	7.14	2	14.29	3	21
Activities of Daily Living	1	7.14	1	7.14	2	14
Independent Living Skills	-	-	2	14.29	2	14

* Brought to the nearest whole number.

Table B-8

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Region VIII

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Confidentiality	9	81.82	1	9.09	10	91
Job Development	8	66.67	2	16.67	10	83
Job Analysis	7	63.64	2	18.18	9	82
Rehabilitation Process	7	63.64	2	18.18	9	82
Job Placement	6	54.55	3	27.27	9	82
Medical aspects of Disabilities	3	27.27	6	54.55	9	82
Vocational Evaluation	6	50.00	3	25.00	9	75
Program Evaluation Plan	7	63.64	1	9.09	8	73
IWRP Development Training	7	63.64	1	9.09	8	73
Report Writing	7	63.64	1	9.09	8	73
Program Development	6	54.55	2	18.18	8	73
Foundations of Vocational Rehabilitation	6	54.55	2	18.18	8	73
Functional Limitations of Disabilities	2	18.18	6	54.55	8	73
Interpreting Technical Reports	6	54.55	1	9.09	7	64
Rehabilitation Terminology	5	45.46	2	18.18	7	64
Vocational Rehabilitation Legislation	5	45.46	2	18.18	7	64

* Brought to the nearest whole number.

Table B-8 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Establishing Resource Contacts	5	45.46	1	9.09	6	55
Grantsmanship	5	45.46	1	9.09	6	55
Work Adjustment	3	27.27	3	27.27	6	55
Medical Terminology	3	27.27	1	9.09	4	36
Sign Language	1	9.09	2	18.18	3	27
Activities of Daily Living	1	9.09	1	9.09	2	18
Sheltered Employment	-	-	1	10.00	1	10
Independent Living Skills	-	-	1	9.09	1	9

* Brought to the nearest whole number.

Table B-9

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Region IX

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
IWRP Development Training	3	100.00	-	-	3	100
Program Development	3	100.00	-	-	3	100
Job Development	2	100.00	-	-	2	100
Functional Limitations of Disabilities	2	100.00	-	-	2	100
Establishing Resource Contacts	1	100.00	-	-	1	100
Job Analysis	1	100.00	-	-	1	100
Foundations of Vocational Rehabilitation	1	100.00	-	-	1	100
Job Placement	3	75.00	-	-	3	75
Medical aspects of Disabilities	2	66.67	-	-	2	67
Sign Language	3	60.00	-	-	3	60
Report Writing	2	40.00	1	20.00	3	60
Medical Terminology	2	50.00	-	-	2	50
Grantsmanship	2	50.00	-	-	2	50
Independent Living Skills	1	50.00	-	-	1	50
Rehabilitation Process	1	50.00	-	-	1	50
Program Evaluation Plan	1	50.00	-	-	1	50

* Brought to the nearest whole number.

Table B-9 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Vocational Evaluation	1	50.00	-	-	1	50
Rehabilitation Terminology	1	50.00	-	-	1	50
Interpreting Technical Reports	1	50.00	-	-	1	50
Work Adjustment	1	33.33	-	-	1	33
Confidentiality	-	-	1	33.33	1	33
Activities of Daily Living	-	-	-	-	0	0
Sheltered Employment	-	-	-	-	0	0
Vocational Rehabilitation Legislation	-	-	-	-	0	0

* Brought to the nearest whole number.

Table B-10

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Region IX

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Development	3	100.00	-	-	3	100
Job Analysis	2	50.00	2	50.00	4	100
Foundations of Vocational Rehabilitation	2	50.00	2	50.00	4	100
Sheltered Employment	2	66.67	1	33.33	3	100
Establishing Resource Contacts	2	66.67	1	33.33	3	100
Vocational Rehabilitation Legislation	2	66.67	1	33.33	3	100
Rehabilitation Terminology	2	100.00	-	-	2	100
Job Placement	2	100.00	-	-	2	100
Medical aspects of Disabilities	2	100.00	-	-	2	100
Rehabilitation Process	1	50.00	1	50.00	2	100
Program Development	1	100.00	-	-	1	100
Sign Language	1	100.00	-	-	1	100
Functional Limitations of Disabilities	2	66.67	-	-	2	67
Program Evaluation Plan	1	33.33	1	33.33	2	67
Interpreting Technical Reports	1	33.33	1	33.33	2	67
Independent Living Skills	1	25.00	1	25.00	2	50

* Brought to the nearest whole number.

Table B-10 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Vocational Evaluation	1	50.00	-	-	1	50
Work Adjustment	1	50.00	-	-	1	50
Activities of Daily Living	1	50.00	-	-	1	50
Medical Terminology	1	50.00	-	-	1	50
Confidentiality	-	-	-	-	0	0
Report Writing	-	-	-	-	0	0
Grantsmanship	-	-	-	-	0	0
IWRP Development Training	-	-	-	-	0	0

* Brought to the nearest whole number.

Table B-11

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Regions X

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Rehabilitation Terminology	1	33.33	2	66.67	3	100
Medical Terminology	2	100.00	-	-	2	100
Foundations of Vocational Rehabilitation	2	100.00	-	-	2	100
Rehabilitation Process	1	33.33	1	33.33	2	67
Vocational Evaluation	1	50.00	-	-	1	50
Work Adjustment	1	50.00	-	-	1	50
Medical Aspects of Disabilities	1	50.00	-	-	1	50
Interpreting Technical Reports	1	50.00	-	-	1	50
Report Writing	1	50.00	-	-	1	50
Functional Limitations of Disabilities	-	-	1	50.00	1	50
Sheltered Employment	-	-	2	40.00	2	40
Program Evaluation Plan	1	33.33	-	-	1	33
Independent Living Skills	-	-	1	33.33	1	33
Program Development	1	25.00	-	-	1	25
Activities of Daily Living	-	-	-	-	0	0
Establishing Resource Contacts	-	-	-	-	0	0
Job Analysis	-	-	-	-	0	0

* Brought to the nearest whole number.

Table B-11 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Job Development	-	-	-	-	0	0
Job Placement	-	-	-	-	0	0
Vocational Rehabilitation Legislation	-	-	-	-	0	0
IWRP Development	-	-	-	-	0	0
Confidentiality	-	-	-	-	0	0
Grantsmanship	-	-	-	-	0	0
Sign Language	-	-	-	-	0	0

* Brought to the nearest whole number.

Table B-12

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Region X

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Confidentiality	3	100.00	-	-	3	100
Job Analysis	2	100.00	-	-	2	100
Job Development	2	100.00	-	-	2	100
Job Placement	2	100.00	-	-	2	100
Functional Limitations of Disabilities	2	100.00	-	-	2	100
Medical aspects of Disabilities	2	100.00	-	-	2	100
IWRP Development Training	2	100.00	-	-	2	100
Independent Living Skills	1	50.00	1	50.00	2	100
Rehabilitation Process	1	50.00	1	50.00	2	100
Vocational Evaluation	2	66.67	-	-	2	67
Medical Terminology	1	50.00	-	-	1	50
Report Writing	1	50.00	-	-	1	50
Activities of Daily Living	-	-	1	50.00	1	50
Rehabilitation Terminology	-	-	1	50.00	1	50
Establishing Resource Contacts	-	-	1	50.00	1	50
Program Evaluation Plan	-	-	1	50.00	1	50
Interpreting Technical Reports	-	-	1	50.00	1	50

* Brought to the nearest whole number.

Table B-12 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Work Adjustment	1	33.33	-	-	1	33
Sheltered Employment	1	33.33	-	-	1	33
Foundations of Vocational Rehabilitation	-	-	-	-	0	0
Vocational Rehabilitation Legislation	-	-	-	-	0	0
Grantsmanship	-	-	-	-	0	0
Sign Language	-	-	-	-	0	0
Program Development	-	-	-	-	0	0

* Brought to the nearest whole number.

Table B-13

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Projects in existence for more than three years (five projects):

Service	Factors				Combined Totals	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Foundations of Vocational Rehabilitation	2	66.67	1	33.33	3	100
Rehabilitation Terminology	1	25.00	2	50.00	3	75
Functional Limitations of Disabilities	2	66.67	-	-	2	67
IWRP Development	3	60.00	-	-	3	60
Program Development	3	60.00	-	-	3	60
Report Writing	2	33.33	1	16.67	3	50
Vocational Evaluation	2	50.00	-	-	2	50
Job Development	2	50.00	-	-	2	50
Medical Aspects of Disabilities	2	50.00	-	-	2	50
Rehabilitation Process	1	25.00	1	25.00	2	50
Establishing Resource Contacts	1	50.00	-	-	1	50
Sign Language	3	42.86	-	-	3	43
Medical Terminology	2	40.00	-	-	2	40
Job Placement	2	40.00	-	-	2	40
Confidentiality	-	-	2	40.00	2	40
Grantsmanship	2	33.33	-	-	2	33
Job Analysis	1	33.33	-	-	1	33

* Brought to the nearest whole number.

Table B-13 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Interpreting Technical Reports	1	33.33	-	-	1	33
Independent Living Skills	-	-	1	33.33	1	33
Program Evaluation Plan	1	25.00	-	-	1	25
Work Adjustment	1	25.00	-	-	1	25
Activities of Daily Living	1	25.00	-	-	1	25
Sheltered Employment	-	-	1	20.00	1	20
Vocational Rehabilitation Legislation	-	-	-	-	0	0

* Brought to the nearest whole number.

Table B-14

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Projects in existence for more than three years (five projects)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Foundations of Vocational Rehabilitation	2	40.00	3	60.00	5	100
Rehabilitation Terminology	2	66.67	1	33.33	3	100
Job Analysis	2	40.00	2	40.00	4	80
Job Development	3	75.00	-	-	3	75
Establishing Resource Contacts	2	50.00	1	25.00	3	75
Vocational Rehabilitation Legislation	2	50.00	1	25.00	3	75
Activities of Daily Living	2	66.67	-	-	2	67
Job Placement	2	66.67	-	-	2	67
Medical aspects of Disabilities	2	66.67	-	-	2	67
Rehabilitation Process	1	33.33	1	33.33	2	67
Sheltered Employment	2	40.00	1	20.00	3	60
Functional Limitations of Disabilities	2	50.00	-	-	2	50
Program Evaluation Plan	1	25.00	1	25.00	2	50
Interpreting Technical Reports	1	25.00	1	25.00	2	50
Sign Language	1	50.00	-	-	1	50
Program Development	1	50.00	-	-	1	50

* Brought to the nearest whole number.

Table B-14 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Independent Living Skills	1	20.00	1	20.00	2	40
Vocational Evaluation	1	33.33	-	-	1	33
Work Adjustment	1	33.33	-	-	1	33
Medical Terminology	1	33.33	-	-	1	33
Confidentiality	-	-	1	33.33	1	33
IWRP Development Training	-	-	-	-	0	0
Report Writing	-	-	-	-	0	0
Grantsmanship	-	-	-	-	0	0

* Brought to the nearest whole number.

Table B-15

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Projects in existence for more than one year but less than three years (ten projects):

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Medical Aspects of Disabilities	7	36.84	9	47.37	16	84
Program Evaluation Plan	9	52.94	4	23.53	13	76
Report Writing	9	52.94	4	23.53	13	76
Program Development	9	47.37	5	26.32	14	74
Functional Limitations of Disabilities	7	36.84	7	36.84	14	74
Foundations of Vocational Rehabilitation	6	40.00	5	33.33	11	73
Confidentiality	8	44.44	5	27.78	13	72
Job Development	7	38.89	5	27.78	12	66
Job Placement	7	38.89	5	27.78	12	66
IWRP Development	8	42.11	4	21.05	12	63
Interpreting Technical Reports	7	36.84	5	26.32	12	63
Rehabilitation Terminology	6	31.58	6	31.58	12	63
Job Analysis	6	33.33	5	27.78	11	61
Vocational Evaluation	6	42.86	2	14.29	8	57
Establishing Resource Contacts	6	33.33	4	22.22	10	56
Rehabilitation Process	9	50.00	-	-	9	50

* Brought to the nearest whole number.

Table B-16

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Projects in existence for more than one year but less than three years (ten projects):

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Confidentiality	11	73.33	3	20.00	14	93
Job Placement	10	66.67	3	20.00	13	87
IWRP Development Training	7	50.00	5	35.71	12	86
Medical aspects of Disabilities	5	35.71	7	50.00	12	86
Job Development	9	56.25	4	25.00	13	81
Program Development	5	35.71	6	42.86	11	79
Vocational Evaluation	8	42.11	6	31.58	14	74
Rehabilitation Process	7	46.67	4	26.67	11	73
Report Writing	6	40.00	5	33.33	11	73
Program Evaluation Plan	6	42.86	4	28.57	10	71
Functional Limitations of Disabilities	5	35.71	5	35.71	10	71
Job Analysis	6	42.86	2	14.29	8	57
Interpreting Technical Reports	4	28.57	4	28.57	8	57
Rehabilitation Terminology	3	21.43	5	35.71	8	57
Establishing Resource Contacts	2	14.29	6	42.86	8	57
Work Adjustment	5	29.41	4	23.53	9	53

* Brought to the nearest whole number.

Table B-15 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Grantsmanship	4	22.22	5	27.78	9	50
Vocational Rehabilitation Legislation	4	25.00	4	25.00	8	50
Medical Terminology	6	31.58	3	15.79	9	47
Sign Language	2	10.53	5	26.32	7	37
Work Adjustment	5	31.25	-	-	5	31
Sheltered Employment	3	17.65	2	11.77	5	29
Independent Living Skills	1	5.56	4	22.22	5	28
Activities of Daily Living	1	5.56	3	16.67	4	22

* Brought to the nearest whole number.

Table B-16 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Sign Language	2	13.33	5	33.33	7	47
Grantsmanship	3	21.43	3	21.43	6	43
Foundations of Vocational Rehabilitation	5	29.41	2	11.77	7	41
Independent Living Skills	1	6.67	5	33.33	6	40
Vocational Rehabilitation Legislation	3	18.75	3	18.75	6	38
Medical Terminology	3	21.43	2	14.29	5	36
Sheltered Employment	1	8.33	3	25.00	4	33
Activities of Daily Living	-	-	5	33.33	5	33

* Brought to the nearest whole number.

Table B-17

Training Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Projects in existence for less than one year (four projects):

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Confidentiality	9	90.00	-	-	9	90
Rehabilitation Process	6	60.00	3	30.00	9	90
Functional Limitations of Disabilities	4	40.00	5	50.00	9	90
Vocational Rehabilitation Legislation	3	30.00	6	60.00	9	90
Establishing Resource Contacts	6	60.00	2	20.00	8	80
Medical Aspects of Disabilities	4	40.00	4	40.00	8	80
Program Development	6	60.00	1	10.00	7	70
Vocational Evaluation	5	50.00	2	20.00	7	70
Job Analysis	5	50.00	2	20.00	7	70
Foundations of Vocational Rehabilitation	4	40.00	3	30.00	7	70
Program Evaluation Plan	4	40.00	3	30.00	7	70
Report Writing	4	40.00	3	30.00	7	70
Job Placement	5	45.46	2	18.18	7	64
Job Development	5	50.00	1	10.00	6	60
IWRP Development	4	40.00	2	20.00	6	60
Work Adjustment	5	45.45	1	9.10	6	55

* Brought to the nearest whole number.

Table B-17 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Interpreting Technical Reports	4	40.00	1	10.00	5	50
Grantsmanship	4	40.00	1	10.00	5	50
Rehabilitation Terminology	3	30.00	2	20.00	5	50
Medical Terminology	2	20.00	1	10.00	3	30
Independent Living Skills	2	18.18	1	9.10	3	27
Sheltered Employment	1	11.11	1	11.11	2	22
Sign Language	-	-	2	20.00	2	20
Activities of Daily Living	-	-	-	-	0	0

* Brought to the nearest whole number.

Table B-18

Technical Assistance Needs in Services, Ranked by Factors Essential to Very Important, as Responded by Project Staff.

Projects in existence for less than one year (four projects):

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Vocational Evaluation	4	44.44	5	55.55	9	100
Confidentiality	8	88.89	-	-	8	89
Establishing Resource Contacts	7	77.78	1	11.11	8	89
Job Development	6	66.67	2	22.22	8	89
Rehabilitation Process	6	66.67	2	22.22	8	89
Program Development	6	66.67	2	22.22	8	89
Functional Limitations of Disabilities	4	44.44	4	44.44	8	89
Foundations of Vocational Rehabilitation	5	55.56	2	22.22	7	78
Program Evaluation Plan	4	44.44	3	33.33	7	78
Job Placement	3	33.33	4	44.44	7	78
Vocational Rehabilitation Legislation	3	33.33	4	44.44	7	78
IWRP Development Training	5	55.56	1	11.11	6	67
Interpreting Technical Reports	5	55.56	1	11.11	6	67
Report Writing	5	55.56	1	11.11	6	67
Job Analysis	4	44.44	2	22.22	6	67
Work Adjustment	1	11.11	5	55.56	6	67

* Brought to the nearest whole number.

Table B-18 (Continued)

Service	Factors				Combined Total	
	Essential		Very Important			
	N	(%)	N	(%)	N	(%)*
Medical aspects of Disabilities	1	11.11	5	55.56	6	67
Grantsmanship	5	55.56	-	-	5	56
Sheltered Employment	3	37.50	-	-	3	38
Independent Living Skills	2	22.22	1	11.11	3	33
Rehabilitation Terminology	2	22.22	1	11.11	3	33
Medical Terminology	2	22.22	1	11.11	3	33
Sign Language	1	11.11	2	22.22	3	33
Activities of Daily Living	-	-	1	11.11	1	11

* Brought to the nearest whole number.